



ABERDEEN
CITY COUNCIL

Aberdeen City Council Employee Information
(2015/16)

Table of Contents:

Introduction.....	p. 3 – 5
ACC Workforce Composition Data & Analysis.....	p. 6 – 15
ACC Recruitment Data & Analysis.....	p. 16 – 24
ACC Training Data & Analysis.....	p.25 – 32
ACC Leavers Data & Analysis.....	p. 33 - 40
ACC Discipline Data & Analysis	p. 41 - 47
ACC Grievance Data & Analysis.....	p. 48 - 54
Education Workforce Composition Data & Analysis.....	p. 55 - 63
Education Recruitment Data & Analysis	p. 64 - 73
Education Training Data & Analysis.....	p. 74 - 81
Education Leavers Data & Analysis.....	p. 82 - 89
Education Discipline Data & Analysis	p. 90 - 96
Education Grievance Data & Analysis	p. 97 - 103
Equality Initiatives 2015.....	p. 104 - 111
Equality Initiatives 2016.....	p. 112 - 122
ACC and Education Authority Equal Pay Policy Statement.....	p.123
ACC and Education Authority Gender Pay Gap	p. 124
ACC and Education Authority Occupational Segregation.....	p.125 - 130

Introduction

Duty to gather and use employee information.

The duty requires the organisation to gather annual information on the composition of 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.

It is intended to seek to continue to develop the employee information in line with the Equality and Human Rights Commission guidance to cover other areas.

The employee information in this 2017 mainstreaming report comprises the following by protected characteristic:-

- Composition of employees (as at January 2016 (for year 2015) and as at January 2017 (for year 2016))
- Recruitment information, namely applicants and successful applicants for calendar years 2015 and 2016
- Development information, namely employees who undertook corporate training in calendar years 2015 and 2016 and also employees involved in discipline and grievance cases in calendar years 2015 and 2016
- Retention information, namely employees who left the organisation in calendar years 2015 and 2016

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

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

The data was gathered from three sources, the Council's HR/Payroll database (Pse), 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.

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

There are six equality groups in Human Resources (Race, Gender, Religion and Belief, LGBT+, Age and Disability) which are involved in pursuing action plans in relation to employment equality, with all nine protected characteristics covered over the six groups. The six action plans are linked to meeting the employment related equality outcome and the two actions which sit below it, as follows:

Equality outcome is:- Aberdeen City Council a fair employer

The two actions that sit below this equality outcome are:

1. We will maintain a diverse workforce and a culture that is free from unlawful discrimination.
2. Achieve and maintain pay equality within the workforce.

The groups have been provided with the employee information contained in this report in order to use it in relation to the action plans. For instance, the employee information has been compared by the groups to the relevant Scottish Census 2011 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. This is helping to provide information as to where resources should be targeted to address any under-representation in a protected characteristic group and to justify measures being pursued under the equality action plans to address this.

Examples of actions the equality groups have been involved in are:

Race

Undertook a focus group for Ethnic Minority employees to find out about their employment experience with the Council with the information being used to inform the action plan for the Race equality group.

Gender

Undertook an interview with Chief Executive of the Council in order to gather information from a gender perspective on her career path in reaching a senior position with the details then posted on the Intranet for employees to view.

Religion and Belief

Set up multi faith room in the Council's headquarters building for employees to use for prayer and contemplation.

LGBT+

Undertook a series of events in relation to Anti-Bullying Week including ones specific to the protected characteristics of sexual orientation and transgender.

Age

Compiled a Young People's Employment Strategy containing various objectives with a set of actions against each.

Disability

Guidance put in place on working with and managing employees who are on the autistic spectrum.

The aim of these initiatives is related to the recruitment and/or retention of people in these protected characteristic groups, with the workforce figures indicating some under-representation.

Also, 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 also 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.

A data validation exercise to confirm employees' equality and diversity details is undertaken by the Council every few years with the next one planned for later in 2017. Efforts will be made to encourage as large a response as possible from employees to help ensure that the data held by the Council is as comprehensive and up-to-date as it can be, with employees carefully informed of the purpose of gathering the information and reassured that it will be held confidentially and used only for equality and diversity related purposes.

ACC Workforce Composition Data & Analysis

Data:

Council Workforce - composition of employees (at January 2016 (for calendar year 2015) and at January 2017 (for calendar year 2016))

Employees in Post by Gender

Gender	2015		2016	
	Numbers	%	Numbers	%
Female	5719	68.8	5724	68.8
Male	2594	31.2	2594	31.2
Total	-	100	-	100

Employees in Post by Age

AGE	2015		2016	
	Numbers	%	Numbers	%
Under 20	37	0.4	32	0.4
20-29	1191	14.3	1159	13.9
30-39	1774	21.3	1777	21.4
40-49	1942	23.4	1936	23.3
50-59	2352	28.4	2350	28.2
60+	1017	12.2	1064	12.8
Total	-	100	-	100

Employees in Post by Marital Status

Marital Status	2015		2016	
	Numbers	%	Numbers	%
Divorced	288	3.5	289	3.5
Separated	132	1.6	131	1.6
Living with Partner	563	6.8	564	6.8
Married/Civil Partnership	3435	41.3	3463	41.6
Single	1388	16.7	1385	16.6
Divorced/Separated	58	0.7	58	0.7
Widowed	108	1.3	108	1.3
Not Completed	2023	24.3	1999	24.0
Prefer Not to Answer	318	3.8	321	3.9
Total	-	100	-	100

Employees in Post by Disability

Disability	2015		2016	
	Numbers	%	Numbers	%
Yes	242	2.9	245	2.9
No	5367	64.6	5424	65.3
Not Completed	1979	23.8	1931	23.2
Prefer Not to Answer	725	8.7	718	8.6
Total	-	100	-	100

Employees in Post by Ethnicity

Ethnicity	2015		2016	
	Numbers	%	Numbers	%
African	13	0.16	14	0.17
African - Other	24	0.29	22	0.26
Other - Arab	15	0.18	17	0.20
Asian - Bangladeshi	7	0.08	7	0.08
Asian - Chinese	14	0.17	16	0.19
Asian - Indian	33	0.40	33	0.40
Asian - Other	25	0.30	25	0.30
Asian - Pakistani	6	0.07	6	0.07
Black	'Under 5'	0.01	'Under 5'	0.01
Caribbean	'Under 5'	0.02	'Under 5'	0.02
Other Caribbean or Black	5	0.06	5	0.06
Mixed or Multiple	35	0.42	35	0.42
Other	1010	12.15	1003	12.06
White - Polish	32	0.38	34	0.41
White - Eastern European	50	0.60	50	0.60
White - Gypsy/Traveller	'Under 5'	0.01	'Under 5'	0.01
White - Irish	90	1.08	92	1.11
White -Other white ethnic group	98	1.18	101	1.21
White - Other British	454	5.46	461	5.54
White - Scottish	4558	54.84	4601	55.32

Not Completed	1228	14.78	1190	14.32
Prefer Not to Answer	612	7.36	602	7.24
Total	-	100	-	100

Employees in Post by Nationality

Nationality	2015		2016	
	Numbers	%	Numbers	%
British	1133	13.7	1146	13.8
English	146	1.8	145	1.7
Northern Irish	42	0.5	44	0.5
Other	366	4.4	371	4.5
Scottish	4203	50.7	4239	51.0
Welsh	22	0.3	22	0.3
Not Completed	2314	27.8	2282	27.4
Prefer Not to Answer	70	0.8	69	0.8
Total	-	100	-	100

Employees in Post by Religion

Religion	2015		2016	
	Numbers	%	Numbers	%
Buddhist	21	0.25	21	0.25
Other Christian	992	11.93	998	12.00
Church of Scotland	1353	16.28	1354	16.28
Roman Catholic	429	5.16	432	5.19
Hindu	21	0.25	21	0.25
Humanist	43	0.52	45	0.54
Jewish	'Under 5'	0.05	'Under 5'	0.05
Muslim	46	0.55	46	0.55
None	2663	32.03	2702	32.49
Other Religion or Belief	64	0.77	64	0.77
Pagan	33	0.40	32	0.38
Sikh	'Under 5'	0.04	'Under 5'	0.04
Not Completed	1972	23.72	1927	23.17
Prefer Not to Answer	669	8.05	669	8.04
Total	-	100	-	100

Employees in Post by Sexual Orientation

Sexual Orientation	2015		2016	
	Numbers	%	Numbers	%
Bisexual	20	0.2	20	0.2
Gay	52	0.6	52	0.6
Heterosexual/Straight	5022	60.4	5080	61.1
Lesbian	23	0.3	23	0.3
Other	'Under 5'	0.0	0	0.0
Not Completed	2632	31.7	2578	31.0
Prefer Not to Answer	562	6.8	565	6.8
Total	-	100	-	100

Employees in Post by Gender Identity

Gender Identity*	2015		2016	
	Numbers	%	Numbers	%
Yes	8	0.1	8	0.1
No	5525	66.5	5582	67.1
Not Completed	2620	31.5	2570	30.9
Prefer Not to Answer	160	1.9	158	1.9
Total	-	100	-	100

* identifying as a transgender person or trans person

Analysis:**Aberdeen City Council – Composition of employees (at January 2016, for year 2015 and at January 2017, for year 2016)**

Employees in post by Gender

In 2015, the majority of employees in the Council are female (68.8%) with the minority male (31.2%). This compares with 69.0% female and 31.0% male reported in the last Mainstreaming Report indicating similar figures. The Census 2011 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 2016, the majority of employees in the Council are female (68.8%) with the minority male (31.2%). This compares with 69.0% female and 31.0% male reported in the last Mainstreaming Report indicating similar figures. The Census 2011 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 2015 the largest proportion of employees are in the 50-59 age band (28.4%) followed by the 40-49 (23.4%). The smallest proportion of employees is in the under 20 age band (0.4%) followed by the 60+ age band (12.2%). This indicates that the majority of the Council's employees are aged 40 or over.

In 2016, the largest proportion of employees are in the 50-59 age band (28.2%) followed by the 40-49 (23.3%). The smallest proportion of employees is in the under 20 age band (0.4%) followed by the 60+ (12.8%). This indicates that the majority of the Council's employees are aged 40 or over.

Employees in post by Marital Status

In 2015, the largest proportion of employees who declared their marital status are in the Married/Civil Partnership category (41.3%) followed by Single (16.7%). The smallest proportion of employees is in the Divorced/Separated category (0.7%). It should be noted that 28.1% of employees either did not complete the form or indicated that they preferred not to answer the question.

In 2016, the largest proportion of employees who declared their marital status are in the Married/Civil Partnership category (41.6%) followed by Single (16.6%). The smallest proportion of employees is in the Divorced/Separated category (0.7%). It should be noted that 27.9% of employees either did not complete the form or indicated that they preferred not to answer the question.

Employees in post by Disability

In 2015, a minority of employees declared that they have a disability (2.9%) whilst the majority declared that they were non-disabled (64.6%). This compares with 2.9% disabled and 59.7% non-disabled reported in the 2015 Mainstreaming Report, indicating no change in the percentage of disabled employees. It should be noted that 32.5% of employees either did not complete the form or indicated that they preferred not to answer the question. The Census 2011 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 2016, a minority of employees declared that they have a disability (2.9%) whilst the majority declared that they were non-disabled (65.3%). This compares with 2.9% disabled and 59.7% non-disabled reported in the 2015 Mainstreaming Report, indicating no change in disabled employees. It should be noted that 31.8% of employees either did not complete the form or indicated that they preferred not to answer the question. The Census 2011 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 2015, a minority of employees declared that they are from an ethnic minority (2.2%) (i.e. non-white). This compares with 1.3% reported in the 2015 Mainstreaming Report, indicating an increase in ethnic minority employees. 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. The Census 2011 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 2016, a minority of employees declared that they are from an ethnic minority (2.2%) (i.e. non-white). This compares with 1.3% reported in the 2015 Mainstreaming Report, indicating an increase in ethnic minority employees. It should be noted that 21.6% of employees either did not complete the form or indicated that they preferred not to answer the question. The Census 2011 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 2015, the largest proportion of employees who declared their nationality are Scottish (50.7%) followed by British (13.7%) and then Other (4.4%). The smallest proportion are

Welsh (0.3%) followed by Northern Irish (0.5%). It should be noted that 28.6% of employees either did not complete the form or indicated that they preferred not to answer the question.

In 2016, the largest proportion of employees who declared their nationality are Scottish (51.0%) followed by British (13.8%) and then Other (4.5%). The smallest proportion are Welsh (0.3%) followed by Northern Irish (0.5%). It should be noted that 28.2% of employees either did not complete the form or indicated that they preferred not to answer the question.

Employees in post by Religion

In 2015, the largest proportion of employees who declared their religion indicated this as None (32.0%) followed by Church of Scotland (16.3%) and then Christian Other (11.9%). The various other religions declared had relatively small proportions of employees under each category. It should be noted that 31.8% of employees either did not complete the form or indicated that they preferred not to answer the question.

In 2016, the largest proportion of employees who declared their religion indicated this as None (32.5%) followed by Church of Scotland (16.3%) and then Christian Other (12.0%). The various other religions declared had relatively small proportions of employees under each category. 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.

Employees in post by Sexual Orientation

In 2015, a minority of employees declared as Bi sexual, Gay or Lesbian (total of 1.1%) with a majority of employees declaring as Heterosexual/Straight (60.4%). It should be noted that 38.5% of employees either did not complete the form or indicated that they preferred not to answer the question.

In 2016, a minority of employees declared as Bi sexual, Gay or Lesbian (total of 1.1%) with a majority of employees declaring as Heterosexual/Straight (61.1%). 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)

In 2015, a minority of employees declared as a transgender or trans person (0.1%) with the majority (66.5%) answering 'no' to this question. It should be noted that 33.4% of employees either did not complete the form or indicated that they preferred not to answer the question.

In 2016, a minority of employees declared as a transgender or trans person (0.1%) with the majority (67.1%) answering 'no' to this question. 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.

Maternity cases

The number of maternity cases in the Council that commenced in calendar year 2015 was 162, of which 130 (80.2%) returned to work and 32 (19.8%) left. The number of maternity cases that commenced in calendar year 2016 was 156. It is too early to identify returners and leavers for that year with many still on maternity leave.

Recruitment Data & Analysis

Data:

Recruitment information for the Council as a whole for period 2015 (01/01/15-31/12/15) and 2016 (01/01/16-31/12/16)

Gender	2015				2016			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Female	11977	66.7	716	69.3	23826	65.2	1010	68.8
Male	5620	31.3	285	27.6	12277	33.6	432	29.4
Prefer Not to Answer	360	2.0	32	3.1	438	1.2	26	1.8
Total	-	100	-	100	-	100	-	100

Age	2015				2016			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Under 20	462	2.6	25	2.4	1044	2.9	26	1.8
20-29	7358	41.0	407	39.5	13167	36.0	452	30.8
30-39	4834	26.9	259	25.1	10305	28.2	408	27.8
40-49	2919	16.2	192	18.6	6394	17.5	310	21.1
50-59	1621	9.0	112	10.8	4123	11.3	200	13.6
60+	226	1.3	19	1.8	847	2.3	41	2.8
Not Completed	537	3.0	19	1.8	661	1.8	31	2.1
Total	-	100	-	100	-	100	-	100

Marital Status	2015				2016			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Divorced	671	3.7	29	2.8	1622	4.4	63	4.3
Separated	303	1.7	15	1.5	755	2.1	28	1.9
Living with Partner	2786	15.5	163	15.8	5858	16.0	238	16.2
Married/Civil Partnership	5831	32.5	343	33.2	11956	32.7	561	38.2
Single	7726	43.0	430	41.6	15336	42.0	531	36.2
Widowed	67	0.4	10	1.0	197	0.5	8	0.5
Not Completed	279	1.6	27	2.6	312	0.9	19	1.3
Prefer Not to Answer	294	1.6	16	1.5	505	1.4	20	1.4
Total	-	100	-	100	-	100	-	100

Disability	2015				2016			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	838	4.7	36	3.5	1612	4.4	52	3.5
No	16612	92.5	958	92.6	34229	93.7	1380	94.0
Not Completed	269	1.5	28	2.7	310	0.8	20	1.4
Prefer Not to Answer	238	1.3	11	1.2	390	1.1	16	1.1
Total	-	100	-	100	-	100	-	100

Ethnicity	2015				2016			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
African	293	1.63	'Under 5'	0.19	345	0.94	10	0.68
African - Other	542	3.02	9	0.87	746	2.04	9	0.61
Other - Arab	46	0.26	'Under 5'	0.19	100	0.27	'Under 5'	0.20
Asian - Bangladeshi	75	0.42	'Under 5'	0.29	93	0.25	'Under 5'	0.20
Asian - Chinese	86	0.48	'Under 5'	0.29	181	0.50	6	0.41
Asian - Indian	498	2.77	'Under 5'	0.29	861	2.36	7	0.48
Asian - Other	181	1.01	5	0.48	379	1.04	9	0.61
Asian - Pakistani	130	0.72	'Under 5'	0.39	275	0.75	'Under 5'	0.07
Black	131	0.73	'Under 5'	0.10	250	0.68	'Under 5'	0.14
Caribbean	56	0.31	0	0.00	65	0.18	0	0.00
Other Caribbean or Black	46	0.26	'Under 5'	0.10	81	0.22	'Under 5'	0.14
Mixed or Multiple	194	1.08	15	1.45	405	1.11	17	1.16
Other	0	0.00	0	0.00	0	0.00	0	0.00
White - Polish	677	3.77	18	1.74	1252	3.43	38	2.59
White - Eastern European	559	3.11	8	0.77	846	2.32	14	0.95
White - Gypsy/Traveller	'Under 5'	0.02	0	0.00	12	0.03	0	0.00
White - Irish	218	1.21	34	3.29	364	1.00	26	1.77

White -Other white ethnic group	1227	6.83	29	2.81	2330	6.38	62	4.22
White - Other British	1504	8.38	115	11.13	2887	7.90	151	10.29
White - Scottish	10665	59.39	732	70.87	23824	65.19	1067	72.68
Not Completed	522	2.91	39	3.78	786	2.15	28	1.91
Prefer Not to Answer	303	1.69	10	0.97	459	1.26	13	0.89
Total	-	100	-	100	-	100	-	100

Nationality	2015				2016			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
British	3635	20.2	234	22.6	7487	20.5	330	22.5
English	402	2.2	25	2.4	757	2.1	30	2.0
Northern Irish	95	0.5	17	1.6	164	0.4	12	0.8
Other	6	0.0	0	0	0	0.0	0	0.0
Scottish	9127	50.9	604	58.6	20404	55.9	889	60.6
Welsh	29	0.2	'Under 5'	0.3	84	0.2	5	0.3
Not Completed	4388	24.5	141	13.6	7058	19.3	185	12.6
Prefer Not to Answer	275	1.5	9	0.9	587	1.6	17	1.2
Total	-	100	-	100	-	100	-	100

Religion	2015				2016			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Number s	%	Number s	%	Number s	%	Number s	%
Buddhist	78	0.43	'Under 5'	0.19	111	0.30	'Under 5'	0.20
Other Christian	2120	11.81	91	8.81	4034	11.04	134	9.13
Church of Scotland	2310	12.86	186	18.01	4888	13.38	256	17.44
Roman Catholic	1872	10.42	92	8.91	3328	9.11	120	8.17
Hindu	317	1.77	'Under 5'	0.19	575	1.57	0	0.00
Humanist	78	0.43	'Under 5'	0.39	553	1.51	18	1.23
Jewish	21	0.12	0	0.00	38	0.10	5	0.34
Muslim	321	1.79	14	1.36	669	1.83	11	0.75
None	8379	46.67	507	49.08	18653	51.05	758	51.62
Other Religion or Belief	274	1.53	8	0.77	372	1.02	12	0.82
Pagan	24	0.13	0	0.00	62	0.17	'Under 5'	0.14
Sikh	27	0.15	0	0.00	25	0.07	'Under 5'	0.07
Not Completed	782	4.35	55	5.32	1126	3.08	50	3.41
Prefer Not to Answer	1354	7.54	72	6.97	2107	5.77	98	6.68
Total	-	100	-	100	-	100	-	100

Sexual Orientation	2015				2016			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Bisexual	220	1.2	'Under 5'	0.4	446	1.2	10	0.7
Gay	223	1.2	12	1.2	581	1.6	26	1.8
Heterosexual/Straight	16080	89.6	926	89.6	33222	91.0	1339	91.1
Lesbian	149	0.8	9	0.9	189	0.5	7	0.5
Other	56	0.3	0	0	147	0.4	'Under 5'	0.2
Not Completed	408	2.3	33	3.2	517	1.4	23	1.6
Prefer Not to Answer	821	4.6	49	4.7	1439	3.9	60	4.1
Total	-	100	-	100	-	100	-	100

Gender Identity *	2015				2016			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	48	0.3	'Under 5'	0.0	84	0.2	'Under 5'	0.1
No	17401	96.9	991	95.9	35813	98.0	1432	97.5
Not Completed	304	1.7	30	2.9	329	0.9	18	1.2
Prefer Not to Answer	204	1.1	11	1.2	315	0.9	17	1.2
Total	-	100	-	100	-	100	-	100

* identifying as a transgender person or trans person

Analysis:

Aberdeen City Council – Recruitment 2015 and 2016

Gender

In 2015, the majority of both applicants for employment and successful applicants were female (66.7% and 69.3% respectively), with the minority male (31.3% and 27.6% respectively).

In 2016, the majority of both applicants for employment and successful applicants were female (65.2% and 68.8% respectively), with the minority male (33.6% and 29.4% respectively). The proportions of female to male applicants for employment and the proportions of successful applicants in 2016 are both similar to the proportions of female and male employees in the workforce (the proportions in the workforce being 68.8% to 31.2% female to male).

Age

In 2015, the largest proportion of applicants for employment and successful applicants were under the category of 20-29 (41.0% and 39.5% respectively), followed by 30-39 (26.9% and 25.1% respectively) and then 40-49 (16.2% and 18.6% respectively).

In 2016, the largest proportion of applicants for employment and successful applicants were under the category of 20-29 (36.0% and 30.8% respectively), followed by 30-39 (28.2% and 27.8% respectively) and then 40-49 (17.5% and 21.1% respectively). In relation to the workforce profile, the largest proportion of employees are in the 50-59 age band (28.2%), followed by the 40-49 band (23.3%) and then the 30-39 band (21.4%), indicating a difference compared to the age profile of applicants and successful applicants in 2016.

Marital Status

In 2015, of those who declared their marital status, the largest proportion of applicants for employment and successful applicants were under the category of Single (43.0% and 41.6% respectively), followed by Married/Civil Partnership (32.5% and 33.2% respectively) and then Living with Partner (15.5% and 15.8% respectively).

In 2016, of those who declared their marital status, the largest proportion of applicants for employment were under the category of Single (42.0%), followed by Married/Civil Partnership (32.7%) and then Living with Partner (16.0%). The largest proportion of successful applicants were under the category of Married/Civil Partnership (38.2%), followed by Single (36.2) and then Living with Partner (16.2%).

Disability

In 2015, of those who declared whether they have a disability, a minority of applicants for employment and also successful applicants declared as disabled (4.7% and 3.5% respectively).

In 2016, of those who declared whether they had a disability, a minority of applicants for employment and also successful applicants declared as disabled (4.4% and 3.5% respectively). Both these 2016 proportions are higher than the proportion of disabled employees in the workforce (which is 2.9%).

Ethnicity

In 2015, of those who declared their ethnicity, a minority of applicants for employment and also successful applicants declared as being from an ethnic minority (12.7% and 4.6% respectively) (i.e. non-white).

In 2016, of those who declared their ethnicity, a minority of applicants for employment and also successful applicants declared as being from an ethnic minority (10.3% and 4.7% respectively) (i.e. non-white). Both these 2016 proportions are higher than the proportions of employees who declared as being from an ethnic minority (which is 2.2%).

Nationality

In 2015, of those who declared their nationality, the largest proportion of applicants for employment and also successful applicants were under the category of Scottish (50.9% and 58.6% respectively), followed by British (20.2% and 22.6% respectively) and then English (2.2% and 2.4% respectively).

In 2016, of those who declared their nationality, the largest proportion of applicants for employment and successful applicants were under the category of Scottish (55.9% and 60.6% respectively), followed by British (20.5% and 22.5% respectively) and then English (2.1% and 2.0% respectively).

Religion

In 2015, of those who declared their religion, the largest proportion of applicants for employment and also successful applicants were under the category of None (46.7% and 49.1% respectively), followed by Church of Scotland (12.9% and 18.0% respectively) and then Christian Other (for applicants only 11.8%) with Roman Catholic having the next highest percentage for successful applicants (at 8.9%).

In 2016, of those who declared their religion, the largest proportion of applicants for employment and also successful applicants were under the category of None (51.1%

and 51.6% respectively), followed by Church of Scotland (13.4% and 17.4% respectively) and then Christian Other (11.0% and 9.1% respectively).

Sexual Orientation

In 2015, of those who declared their sexual orientation, a minority of applicants for employment and also successful applicants were Bi-sexual, Gay or Lesbian (3.2% and 2.5% respectively, in total).

In 2016, 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 3.0% respectively, in total). Both these 2016 proportions are higher than the proportion of employees declaring their sexual orientation under these categories (which is 1.1% in total).

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

In 2015, 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 (small percentage) were under this category.

In 2016, of those who declared their gender identity as a transgender person or trans person, a very small proportion of applicants for employment (0.2%) and successful applicants were under this category.

ACC Training Data & Analysis**Data:****Training Information for the Council as a whole for period 2015 (01/01/15 – 31/12/15) and 2016 (01/01/16 – 31/12/16)**

	2015		2016	
Gender	Numbers	%	Numbers	%
Female	3007	74.2	4030	73.5
Male	1048	25.8	1453	26.5
Total	-	100	-	100

	2015		2016	
AGE	Numbers	%	Numbers	%
Under 20	9	0.2	9	0.2
20-29	553	13.6	780	14.2
30-39	897	22.1	1186	21.6
40-49	1026	25.3	1408	25.7
50-59	1179	29.2	1544	28.2
60+	391	9.6	556	10.1
Total	-	100	-	100

Marital Status	2015		2016	
	Numbers	%	Numbers	%
Divorced	154	3.8	242	4.4
Separated	73	1.8	128	2.3
Living with Partner	343	8.5	456	8.3
Married/Civil Partnership	1837	45.3	2254	41.2
Single	737	18.2	973	17.7
Divorced/Separated	41	1.0	50	0.9
Widowed	51	1.2	62	1.1
Not Completed	657	16.2	1088	19.9
Prefer Not to Answer	162	4.0	230	4.2
Total	-	100	-	100

Disability	2015		2016	
	Numbers	%	Numbers	%
Yes	121	3.0	173	3.2
No	2636	65.0	3824	69.7
Not Completed	902	22.2	1095	20.0
Prefer Not to Answer	396	9.8	391	7.1
Total	-	100	-	100

Ethnicity	2015		2016	
	Numbers	%	Numbers	%
African	5	0.12	16	0.29
African - Other	19	0.47	18	0.33
Other - Arab	6	0.15	12	0.22
Asian -Bangladeshi	11	0.27	15	0.27
Asian - Chinese	10	0.25	17	0.31
Asian - Indian	25	0.62	19	0.35
Asian - Other	9	0.22	13	0.24
Asian - Pakistani	'Under 5'	0.07	'Under 5'	0.05
Black	'Under 5'	0.02	'Under 5'	0.02
Caribbean	'Under 5'	0.02	'Under 5'	0.04
Other Caribbean or Black	'Under 5'	0.02	'Under 5'	0.05
Mixed or Multiple	28	0.69	33	0.60
Other	465	11.48	625	11.40
White - Polish	8	0.20	23	0.42
White - Eastern European	22	0.54	47	0.86
White - Gypsy/Traveller	'Under 5'	0.02	'Under 5'	0.02
White - Irish	37	0.91	55	1.00
White -Other white ethnic group	54	1.33	83	1.51
White - Other British	254	6.26	348	6.35
White - Scottish	2278	56.19	3177	57.94
Not Completed	580	14.31	692	12.62
Prefer Not to Answer	237	5.84	280	5.11
Total	-	100	-	100

Nationality	2015		2016	
	Numbers	%	Numbers	%
British	645	15.9	890	16.2
English	68	1.7	88	1.6
Northern Irish	24	0.6	31	0.6
Other	174	4.3	264	4.8
Scottish	2088	51.5	2853	52.1
Welsh	12	0.3	19	0.3
Not Completed	1009	24.9	1301	23.7
Prefer Not to Answer	35	0.8	37	0.7
Total	-	100	-	100

Religion	2015		2016	
	Numbers	%	Numbers	%
Buddhist	11	0.27	19	0.35
Other Christian	541	13.34	665	12.13
Church of Scotland	666	16.42	838	15.28
Roman Catholic	177	4.36	292	5.33
Hindu	16	0.39	9	0.16
Humanist	22	0.54	39	0.71

Jewish	'Under 5'	0.05	'Under 5'	0.07
Muslim	41	1.01	38	0.69
None	1292	31.87	1931	35.23
Other Religion or Belief	27	0.67	32	0.58
Pagan	15	0.37	22	0.40
Sikh	'Under 5'	0.05	'Under 5'	0.04
Not Completed	874	21.56	1093	19.93
Prefer Not to Answer	369	9.10	499	9.10
Total	-	100	-	100

Sexual Orientation	2015		2016	
	Numbers	%	Numbers	%
Bisexual	10	0.2	16	0.3
Gay	37	0.9	57	1.0
Heterosexual/Straight	2444	60.3	3541	64.6
Lesbian	15	0.4	19	0.3
Other	0	0.0	0	0.00
Not Completed	1225	30.2	1435	26.2
Prefer Not to Answer	324	8.0	415	7.6
Total	-	100	-	100

Gender Identity*	2015		2016	
	Numbers	%	Numbers	%
Yes	'Under 5'	0.1	'Under 5'	0.0
No	2771	68.3	3851	70.3
Not Completed	1183	29.2	1532	27.9
Prefer Not to Answer	99	2.4	98	1.8
Total	-	100	-	100

* identifying as a transgender person or trans person.

Analysis:

Aberdeen City Council – Training 2015 and 2016 (employees who undertook a corporate training course)

Gender

In 2015, the majority who undertook training were female (74.2%) with the minority male (25.8%).

In 2016, the majority who undertook training were female (73.5%) with the minority male (26.5%). These 2016 proportions are similar to the proportions of female and male employees in the workforce (which are 68.8% and 31.2% respectively).

Age

In 2015, the largest proportion who undertook training were under the category 50-59 (29.2%), followed by 40-49 (25.3%) and then 30-39 (22.1%).

In 2016, the largest proportion who undertook training were under the category 50-59 (28.2%), followed by 40-49 (25.7%) and then 30-39 (21.6%). In relation to the workforce profile, the largest proportion of employees are in the 50-59 age band (28.2%), followed by the 40-49 band (23.3%) and then the 30-39 band (21.4%), which are similar to the 2016 proportions who undertook training.

Marital Status

In 2015, of those who declared their marital status, the largest proportion who underwent training were under the category of Married/Civil Partnership (45.3%), followed by Single (18.2%) and then Living with Partner (8.5%).

In 2016, of those who declared their marital status, the largest proportion who underwent training were under the category of Married/Civil Partnership (41.2%), followed by Single (17.7%) and then Living with Partner (8.3%).

Disability

In 2015, of those who declared whether they have a disability, a minority of those who undertook training were disabled (3.0%), whilst the majority were non-disabled (65.0%).

In 2016, of those who declared whether they had a disability, a minority of those who undertook training were disabled (3.2%), whilst the majority were non-disabled (69.7%). These 2016 proportions are both similar to the proportions who declared as disabled and non-disabled employees (which are 2.9% and 65.3% respectively).

Ethnicity

In 2015, of those who declared their ethnicity, a minority of those who undertook training were from an ethnic minority (2.9%) (i.e. non-white).

In 2016, of those who declared their ethnicity, a minority of those who undertook training were from an ethnic minority (2.8%) (i.e. non-white). This 2016 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 2.2%).

Nationality

In 2015, of those who declared their nationality, the largest proportion of those who undertook training were under the category of Scottish (51.5%), followed by British (15.9%) and then Other (4.3%).

In 2016, of those who declared their nationality, the largest proportion of those who undertook training were under the category of Scottish (52.1%), followed by British (16.2%) and then Other (4.8%).

Religion

In 2015, of those who declared their religion, the largest proportion of those who undertook training were under the category of None (31.9%), followed by Church of Scotland (16.4%) and then Christian Other (13.3%).

In 2016, 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 (15.3%) and then Christian Other (12.1%).

Sexual Orientation

In 2015, of those who declared their sexual orientation, a minority of those who undertook training were Bi-sexual, Gay or Lesbian (1.5% in total).

In 2016, of those who declared their sexual orientation, a minority of those who undertook training were Bi-sexual, Gay or Lesbian (1.6% in total). This 2016 figure is slightly above the proportion of those declaring their sexual orientation under these categories in the workforce (which is 1.1%).

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

In 2015, of those who declared their gender identity as a transgender person or trans person, a very small percentage undertook training.

In 2016, of those who declared their gender identity as a transgender person or trans person, a very small number undertook training.

ACC Leavers Data & Analysis**Data:****Leavers Information for the Council as a whole for period 2015 (01/01/15 – 31/12/15) and 2016 (01/01/16 – 31/12/16)**

Gender	2015		2016	
	Numbers	%	Numbers	%
Female	735	68.9	744	70.3
Male	332	31.1	314	29.7
Total	-	100	-	100

AGE	2015		2016	
	Numbers	%	Numbers	%
Under 20	7	0.6	14	1.3
20-29	244	22.9	263	24.8
30-39	253	23.7	236	22.3
40-49	176	16.5	149	14.1
50-59	163	15.3	189	17.9
60+	224	21.0	207	19.6
Total	-	100	-	100

Marital Status	2015		2016	
	Numbers	%	Numbers	%
Divorced	26	2.4	38	3.6
Separated	7	0.7	12	1.1
Living with Partner	68	6.4	60	5.7

Married/Civil Partnership	374	35.1	338	31.9
Single	172	16.1	170	16.1
Divorced/Separated	9	0.8	11	1.0
Widowed	16	1.5	13	1.2
Not Completed	355	33.3	393	37.2
Prefer Not to Answer	40	3.7	23	2.2
Total	-	100	-	100

Disability	2015		2016	
	Numbers	%	Numbers	%
Yes	32	3.0	28	2.6
No	481	45.1	567	53.7
Not Completed	427	40.0	356	33.6
Prefer Not to Answer	127	11.9	107	10.1
Total	-	100	-	100

Ethnicity	2015		2016	
	Numbers	%	Numbers	%
African	'Under 5'	0.19	'Under 5'	0.19
African - Other	'Under 5'	0.09	'Under 5'	0.19
Other - Arab	0	0.00	'Under 5'	0.38

Appendix 1a.

Asian - Bangladeshi	0	0.00	0	0.00
Asian - Chinese	'Under 5'	0.19	'Under 5'	0.09
Asian - Indian	'Under 5'	0.19	6	0.57
Asian - Other	'Under 5'	0.19	'Under 5'	0.19
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	0	0.00	0	0.00
Mixed or Multiple	'Under 5'	0.19	5	0.47
Other	125	11.72	109	10.30
White - Polish	'Under 5'	0.19	6	0.57
White - Eastern European	10	0.94	7	0.66
White - Gypsy/Traveller	0	0.00	0	0.00
White - Irish	7	0.66	18	1.70
White -Other white ethnic group	10	0.94	19	1.80
White - Other British	58	5.44	65	6.14
White - Scottish	450	42.16	475	44.90
Not Completed	374	35.04	274	25.90
Prefer Not to Answer	20	1.87	63	5.95
Total	-	100	-	100

Nationality	2015		2016	
	Numbers	%	Numbers	%
British	113	10.6	131	12.4
English	25	2.3	22	2.1
Northern Irish	8	0.7	6	0.6
Other	40	3.8	68	6.4
Scottish	437	41.0	430	40.6
Welsh	'Under 5'	0.1	'Under 5'	0.3
Not Completed	440	41.2	392	37.0
Prefer Not to Answer	3	0.3	6	0.6
Total	-	100	-	100

Religion	2015		2016	
	Numbers	%	Numbers	%
Buddhist	'Under 5'	0.19	'Under 5'	0.38
Other Christian	107	10.03	115	10.87
Church of Scotland	139	13.03	138	13.04
Roman Catholic	52	4.87	54	5.10
Hindu	'Under 5'	0.19	5	0.47
Humanist	'Under 5'	0.28	6	0.57

Jewish	0	0.00	'Under 5'	0.09
Muslim	'Under 5'	0.19	'Under 5'	0.09
None	270	25.30	279	26.38
Other Religion or Belief	11	1.03	11	1.04
Pagan	'Under 5'	0.19	'Under 5'	0.19
Sikh	0	0.00	0	0.00
Not Completed	408	38.23	348	32.90
Prefer Not to Answer	69	6.47	94	8.88
Total	-	100	-	100

Sexual Orientation	2015		2016	
	Numbers	%	Numbers	%
Bisexual	'Under 5'	0.3	'Under 5'	0.2
Gay	'Under 5'	0.4	'Under 5'	0.4
Heterosexual/Straight	458	42.9	528	49.9
Lesbian	0	0.0	0	0.0
Other	0	0.0	0	0.0
Not Completed	540	50.6	446	42.1
Prefer Not to Answer	62	5.8	78	7.4
Total	-	100	-	100

Gender Identity*	2015		2016	
	Numbers	%	Numbers	%
Yes	0	0.0	0	0.0
No	583	54.6	621	58.7
Not Completed	462	43.3	417	39.4
Prefer Not to Answer	22	2.1	20	1.9
Total	-	100	-	100

* identifying as a transgender person or trans person

Analysis:**Aberdeen City Council – Leavers 2015 and 2016****Gender**

In 2015, the majority of leavers were female (68.9%) with the minority male (31.1%).

In 2016, the majority of leavers were female (70.3%) with the minority male (29.7%). Compared to the composition of the workforce which is a 68.8% to 31.2% female to male split, these 2016 figures indicate similar proportions of leavers by gender.

Age

In 2015, the largest proportion of leavers was under the category 30-39 (23.7%), followed by 20-29 (22.9%) and then 40-49 (16.5%).

In 2016, the largest proportion of leavers was under the category 20-29 (24.8%), followed by 30-39 (22.3%) and then 60+ (19.6%). In relation to the workforce profile, the largest proportion of employees are in the 50-59 age band (28.2%), followed by the 40-49 band (23.3%) and then the 30-39 band (21.4%), indicating a difference compared to the 2016 leavers age profile.

Marital Status

In 2015, of those who declared their marital status, the largest proportion of leavers were under the category of Married/Civil Partnership (35.1%), followed by Single (16.1%) and then Living with Partner (6.4%).

In 2016, of those who declared their marital status, the largest proportion of leavers were under the category of Married/Civil Partnership (31.9%), followed by Single (16.1%) and then Living with Partner (5.7%).

Disability

In 2015, of those who declared whether they have a disability, a minority of leavers (3.0%) were disabled whilst the majority were non-disabled (45.1%).

In 2016, of those who declared whether they have a disability, a minority of leavers (2.6%) were disabled whilst the majority were non-disabled (53.7%). The proportion of disabled leavers in 2016 is therefore slightly lower compared to the proportion to those declaring as disabled in the workforce (i.e. 2.9%), with the proportion of non-disabled leavers in 2016 being lower to the proportion of those declaring as non-disabled in the workforce (the figure being 65.3%).

Ethnicity

In 2015, of those who declared their ethnicity, a minority of leavers (1.0%) were from an ethnic minority (i.e. non-white).

In 2016, of those who declared their ethnicity, a minority of leavers (2.1%) were from an ethnic minority (i.e. non-white). This 2016 figure is a lower proportion compared to the proportion of ethnic minority employees in the workforce (which is 2.2%).

Nationality

In 2015, of those who declared their nationality, the largest proportion of leavers were Scottish (41.0%) followed by British (10.6%) and then 'Other' (3.8%).

In 2016, of those who declared their nationality, the largest proportion of leavers were Scottish (40.6%) followed by British (12.4%) and then 'Other' (6.4%).

Religion

In 2015, of those who declared their religion, the largest proportion of leavers was under the category of 'None' (25.3%), followed by Church of Scotland (13.0%) and then Christian Other(10.0%).

In 2016, of those who declared their religion, the largest proportion of leavers was under the category of 'None' (26.4%), followed by Church of Scotland (13.0%) and then Christian Other (10.9%).

Sexual Orientation

In 2015, of those who declared their sexual orientation, a minority of leavers were from the categories of Bi-sexual, Gay or Lesbian (total of 0.7%).

In 2016, of those who declared their sexual orientation, a minority of leavers were from the categories of Bi-sexual, Gay or Lesbian (total of 0.6%). This 2016 figure is a lower proportion compared to those declaring their sexual orientation under these categories in the workforce (which is 1.1%).

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

In 2015, there were no leavers who identified as a transgender or trans person.

In 2016, there were no leavers who identified as a transgender or trans person.

ACC Discipline Data & Analysis

Disciplinary information for the Council as a whole for period 2015 (01/01/15-31/12/15) and 2016 (01/01/16-31/12/16)

Gender	2015		2016	
	No	(%)	No	(%)
Female	28	22.6	44	29.7
Male	96	77.4	104	70.3
Total	-	100	-	100

Age	2015		2016	
	No	(%)	No	(%)
Under 20	0	0.0	5	3.4
20-29	14	11.3	23	15.5
30-39	23	18.5	33	22.3
40-49	21	16.9	38	25.7
50-59	42	33.9	36	24.3
60+	24	19.4	13	8.8
Total	-	100	-	100

Marital Status	2015		2016	
	No	(%)	No	(%)
Divorced/Separated	11	8.9	7	4.7
Living with Partner	7	5.6	'Under 5'	1.3
Married/Civil Partnership	40	32.3	45	30.4
Single	22	17.7	26	17.6
Widowed	'Under 5'	0.8	0	0.0

Not Completed	35	28.2	59	39.9
Prefer Not to Answer	8	6.5	9	6.1
Total	-	100	-	100.0

Disability	2015		2016	
	No	(%)	No	(%)
Yes	10	8.1	14	9.5
No	67	54.0	69	46.6
Not Completed	35	28.2	46	31.1
Prefer Not to Answer	12	9.7	19	12.8
Total	-	100	-	100

Ethnicity	2015		2016	
	No	(%)	No	(%)
Arab	0	0.0	0	0.0
African	0	0.0	0	0.0
African- Other	0	0.0	'Under 5'	0.7
Arab- Other	0	0.0	'Under 5'	0.7
Asian- Bangladeshi	0	0.0	0	0.0
Asian- Chinese	0	0.0	0	0.0
Asian- Indian	0	0.0	'Under 5'	0.7
Asian- Other	0	0.0	0	0.0
Asian- Pakistani	0	0.0	0	0.0
Black	0	0.0	0	0.0
Caribbean	0	0.0	0	0.0
Other Caribbean or Black	0	0.0	0	0.0
Mixed or Multiple	0	0.0	0	0.0

Other	23	18.5	16	10.8
White- Eastern European	5	4.0	0	0.0
White- Gypsy/Traveller	0	0.0	0	0.0
White- Irish	0	0.0	0	0.0
White- Other white ethnic group	0	0.0	'Under 5'	2.0
White- Other British	'Under 5'	3.2	8	5.4
White- Scottish	56	45.2	75	50.7
Not Completed	25	20.2	16	10.8
Prefer Not to Answer	11	8.9	27	18.2
Total	-	100	-	100

National Identity	2015		2016	
	No	(%)	No	(%)
British	17	13.7	8	5.4
English	0	0.0	6	4.0
Northern Irish	0	0.0	0	0.0
Other	6	4.8	9	6.1
Scottish	47	37.9	76	51.4
Welsh	0	0.0	0	0.0
Not Completed	51	41.2	48	32.4
Prefer Not to Answer	3	2.4	1	0.7
Total	-	100	-	100

Religion	2015		2016	
	No	(%)	No	(%)
Buddhist	0	0.0	0	0.0
Christian Other	6	4.8	8	5.4
Church of Scotland	20	16.1	10	6.8
Roman Catholic	6	4.8	'Under 5'	2.7
Hindu	0	0.0	'Under 5'	0.7
Humanist	0	0.0	'Under 5'	0.7
Jewish	0	0.0	0	0.0
Muslim	'Under 5'	0.8	'Under 5'	0.7
None	37	29.9	52	35.1
Other	6	4.8	'Under 5'	1.4
Pagan	0	0.0	'Under 5'	0.7
Sikh	0	0.0	0	0.0
Not Completed	35	28.3	49	33.1
Prefer Not to Answer	13	10.5	19	12.8
Total	-	100	-	100

Sexual Orientation	2015		2016	
	No	(%)	No	(%)
Bi Sexual	0	0.0	'Under 5'	0.7
Gay	'Under 5'	0.8	'Under 5'	0.7
Heterosexual/Straight	68	54.8	77	52.0
Lesbian	0	0.0	0	0.0
Not Completed	44	35.5	57	38.5
Prefer Not to Answer	11	8.9	12	8.1
Total	-	100	-	100

Gender Identity *	2015		2016	
	No	(%)	No	(%)
Yes	'Under 5'	1.6	0	0.0
No	65	52.5	93	62.8
Not Completed	53	42.7	53	35.8
Prefer Not to Answer	4	3.2	2	1.4
Total	-	100	-	100

Analysis:

Aberdeen City Council – Discipline cases 2015 and 2016

Gender

In 2015, the majority of discipline cases involved male employees (77.4%) with the minority involving female employees (22.6%).

In 2016, the majority of discipline cases involved male employees (70.3%) with the minority involving female employees (29.7%). These 2016 figures differ to the proportions of male and female employees in the workforce (which are 31.2% and 68.8% respectively).

Age

In 2015, the largest proportion of discipline cases involved employees under the category 50-59 (33.9%), followed by 60+ (19.4%) and then 30-39 (18.5%).

In 2016, the largest proportion of discipline cases involved employees under the category 40-49 (25.7%), followed by the 50-59 (24.3%) and then 30-39 (22.3%). In relation to the workforce profile, the largest proportion of employees are in the 50-59 age band (28.2%), followed by the 40-49 band (23.3%) and then the 30-39 band (21.4%), indicating a difference compared to the 2016 age profile of those involved in discipline cases.

Marital Status

In 2015, of those who declared their marital status, the largest proportion of discipline cases involved employees under the category of Married/Civil Partnership (32.3%), followed by Single (17.7%) and then Divorced/Separated (8.9%).

In 2016, of those who declared their marital status, the largest proportion of discipline cases involved employees under the category of Married/Civil Partnership (30.4%), followed by Single (17.6%) and then Divorced/Separated (4.7%).

Disability

In 2015, of those who declared whether they have a disability, a minority of employees involved in discipline cases were disabled (8.1%) whilst the majority were non-disabled (54.0%).

In 2016, of those who declared whether they have a disability, a minority of employees involved in discipline cases were disabled (9.5%) whilst the majority were non-disabled (46.6%). The 2016 figures disabled figure differs to the proportions of disabled employees in the workforce (which is 2.9%) with the figure for non-disabled also being lower compared to the proportion of non-disabled in the workforce.

Ethnicity

In 2015, of those who declared their ethnicity, there were no employees involved in discipline cases were from an ethnic minority (i.e. non-white).

In 2016, of those who declared their ethnicity, a minority of employees involved in discipline cases were from an ethnic minority (2.1%) (i.e. non-white). This 2016 figure is similar to the proportion of ethnic minority employees in the workforce (which is 2.2%).

Nationality

In 2015, of those who declared their nationality, the largest proportion of discipline cases involved employees under the category of Scottish (37.9%), followed by British (13.7%) and then Other (4.8%).

In 2016, of those who declared their nationality, the largest proportion of discipline cases involved employees under the category of Scottish (51.4%), followed by Other (6.1%) then British (5.4%).

Religion

In 2015, of those who declared their religion, the largest proportion of discipline cases involved employees under the category of None (29.9%), followed by Church of Scotland (16.1%) and then Christian Other, Roman Catholic and Other which each had the same proportion(i.e.4.8%).

In 2016, of those who declared their religion, the largest proportion of discipline cases involved employees under the category of None (35.1%), followed by Church of Scotland (6.8%) and then Christian Other (5.4%).

Sexual Orientation

In 2015, of those who declared their sexual orientation, a minority of employees involved in discipline cases were Bisexual, Gay or Lesbian (0.8% in total).

In 2016, of those who declared their sexual orientation, a minority of employees involved in discipline cases were Bi-sexual, Gay or Lesbian (1.4% in total). This 2016 figure is a similar proportion to the proportion of Bi-sexual, Gay or Lesbian employees in the workforce (which is 1.1%).

Gender Identity

In 2015, of those who declared as a trans gender or trans person, there were a very small proportion of employees involved in discipline cases were under these categories.

In 2016, of those who declared as a trans gender or trans person, no employees involved in discipline cases were under these categories.

ACC Grievance Data & Analysis

Data:

Grievance information for the Council as a whole for period 2015 (01/01/15-31/12/15) and 2016 (01/01/16-31/12/16)

Gender	2015		2016	
	No	(%)	No	(%)
Female	9	64.3	9	45.0
Male	5	35.7	11	55.0
Total	-	100	-	100

Age	2015		2016	
	No	(%)	No	(%)
Under 20	0	0.0	0	0.0
20-29	0	0.0	0	0.0
30-39	'Under 5'	21.4	5	25.0
40-49	6	42.9	'Under 5'	5.0
50-59	'Under 5'	21.4	13	65.0
60+	'Under 5'	14.3	'Under 5'	5.0
Total	-	100	-	100

Marital Status	2015		2016	
	No	(%)	No	(%)
Divorced/Separated	0	0.0	8	40.0
Living with Partner	'Under 5'	14.3	0	0.0
Married/Civil Partnership	8	57.2	10	50.0
Single	'Under 5'	14.3	0	0.0
Widowed	0	0.0	0	0.0

Not Completed	1	7.1	1	5.0
Prefer Not to Answer	1	7.1	1	5.0
Total	-	100	-	100

Disability	2015		2016	
	No	(%)	No	(%)
Yes	'Under 5'	13.3	'Under 5'	10.0
No	11	73.3	15	75.0
Not Completed	0	0.0	2	10.0
Prefer Not to Answer	1	13.3	1	5.0
Total	-	100	-	100

Ethnicity	2015		2016	
	No	(%)	No	(%)
Arab	0	0.0	0	0.0
African	0	0.0	0	0.0
African- Other	0	0.0	0	0.0
Arab- Other	0	0.0	'Under 5'	5.0
Asian- Bangladeshi	0	0.0	0	0.0
Asian- Chinese	0	0.0	0	0.0
Asian- Indian	0	0.0	0	0.0
Asian- Other	0	0.0	0	0.0
Asian- Pakistani	0	0.0	0	0.0
Black	0	0.0	0	0.0
Caribbean	0	0.0	0	0.0
Other Caribbean or Black	0	0.0	0	0.0
Mixed or Multiple	0	0.0	0	0.0

Other	'Under 5'	14.3	'Under 5'	20.0
White- Eastern European	0	0.0	'Under 5'	5.0
White- Gypsy/Traveller	0	0.0	0	0.0
White- Irish	0	0.0	0	0.0
White- Other white ethnic group	0	0.0	0	0.0
White- Other British	'Under 5'	7.1	'Under 5'	5.0
White- Scottish	11	78.6	13	65.0
Not Completed	0	0.0	0	0.0
Prefer Not to Answer	0	0.0	0	0.0
Total	-	100	-	100

National Identity	2015		2016	
	No	(%)	No	(%)
British	'Under 5'	14.3	'Under 5'	10.0
English	0	0.0	0	0.0
Northern Irish	0	0.0	0	0.0
Other	0	0.0	'Under 5'	10.0
Scottish	10	71.4	12	60.0
Welsh	0	0.0	0	0.0
Not Completed	2	14.3	3	15.0
Prefer Not to Answer	0	0.0	1	5.0
Total	-	100	-	100

Religion	2015		2016	
	No	(%)	No	(%)
Buddhist	0	0.0	0	0.0
Christian Other	0	0.0	6	30.0
Church of Scotland	'Under 5'	7.1	5	25.0
Roman Catholic	0	0.0	0	0.0
Hindu	0	0.0	0	0.0
Humanist	0	0.0	0	0.0
Jewish	0	0.0	0	0.0
Muslim	0	0.0	0	0.0
None	5	35.7	6	30.0
Other	5	35.7	0	0.0
Pagan	0	0.0	0	0.0
Sikh	0	0.0	0	0.0
Not Completed	1	7.1	2	10.0
Prefer Not to Answer	2	14.4	1	5.0
Total	-	100	-	100

Sexual Orientation	2015		2016	
	No	(%)	No	(%)
Bi Sexual	0	0.0	0	0.0
Gay	0	0.0	0	0.0
Heterosexual/Straight	10	71.5	14	70.0
Lesbian	0	0.0	'Under 5'	5.0
Not Completed	3	21.4	2	10.0
Prefer Not to Answer	1	7.1	3	15.0
Total	-	100	-	100

Gender Identity *	2015		2016	
	No	(%)	No	(%)
Yes	0	0.0	0	0.0
No	9	64.3	15	75.0
Not Completed	4	28.6	4	20.0
Prefer Not to Answer	1	7.1	1	5.0
Total	-	100	-	100

Analysis:**Aberdeen City Council – Grievance cases 2015 and 2016****Gender**

In 2015, the majority of grievance cases involved female employees (64.3%) with the minority involving male employees (35.7%).

In 2016, the majority of grievance cases involved male employees (55.0%) with the minority involving female employees (45.0%). These 2016 figures differ to the proportions of male and female employees in the workforce (which are 31.2% and 68.8% respectively).

Age

In 2015, the largest proportion of grievance cases involved employees under the category 40-49 (42.9%), followed by 30-39 and 50-59 which each had an equal proportion (i.e. 21.4%).

In 2016, the largest proportion of grievance cases involved employees under the category 50-59 (65.0%), followed by the 30-39 (25.0%) and then 40-49 and 60+ which had an equal proportion (i.e. 5.0%). In relation to the workforce profile, the largest proportion of employees are in the 50-59 age band (28.2%), followed by the 40-49 band (23.3%) and then the 30-39 band (21.4%), indicating a difference compared to the 2016 age profile of those involved in grievance cases.

Marital Status

In 2015, of those who declared their marital status, the largest proportion of grievance cases involved employees under the category of Married/Civil Partnership (57.2%), followed by Single and Living with Partner which each had an equal proportion (i.e.14.3%).

In 2016, 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 Divorced/Separated (40.0%).

Disability

In 2015, of those who declared whether they have a disability, a minority of employees involved in grievance cases were disabled (13.3%) whilst the majority were non-disabled (73.3%).

In 2016, of those who declared whether they have a disability, a minority of employees involved in grievance cases were disabled (10.0%) whilst the majority were non-disabled (75.0%). These 2016 figures differ to the proportions of disabled and non-disabled employees in the workforce (which are 2.9% and 65.3% respectively).

Ethnicity

In 2015, 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 2016, 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). This 2016 figure differs to the proportion of ethnic minority employees in the workforce (which is 2.2%).

Nationality

In 2015, of those who declared their nationality, the largest proportion of grievance cases involved employees under the category of Scottish (71.4%), followed by British (14.3%).

In 2016, of those who declared their nationality, the largest proportion of grievance cases involved employees under the category of Scottish (60.0%), followed by British and Other which had an equal proportion (i.e. 10%).

Religion

In 2015, of those who declared their religion, the largest proportion of grievance cases involved employees under the category of Other and None which had an equal proportion (i.e. 35.7%), followed by Church of Scotland (7.1%).

In 2016, of those who declared their religion, the largest proportion of grievance cases involved employees under the category of None and Christian Other which both had the same proportion (i.e. 30.0%), followed by Church of Scotland (25.0%).

Sexual Orientation

In 2015, of those who declared their sexual orientation, there were no employees involved in grievance cases who were Bisexual, Gay or Lesbian.

In 2016, of those who declared their sexual orientation, a minority of employees involved in grievance cases were Bisexual, Gay or Lesbian (5.0%). This 2016 figure differs to the proportion of Bisexual, Gay or Lesbian employees in the workforce (which is 1.1%).

Gender Identity

In 2015, of those who declared as a trans gender or trans person, no employees involved in grievance cases were under these categories.

In 2016, of those who declared as a trans gender or trans person, no employees involved in grievance cases were under these categories.

Education Workforce Composition Data & Analysis

Education Authority Workforce - composition of employees (at January 2016 (for calendar year 2015) and at January 2017 (for calendar year 2016))

Employees in Post by Gender

Gender	2015		2016	
	Numbers	%	Numbers	%
Female	3029	85.5	3030	85.5
Male	512	14.5	513	14.5
Total	-	100	-	100

Employees in Post by Age

AGE	2015		2016	
	Numbers	%	Numbers	%
Under 20	6	0.2	'Under 5'	0.1
20-29	584	16.5	564	15.9
30-39	806	22.8	813	22.9
40-49	865	24.4	863	24.4
50-59	935	26.4	938	26.5
60+	345	9.7	361	10.2
Total	-	100	-	100

Employees in Post by Marital Status

Marital Status	2015		2016	
	Numbers	%	Numbers	%
Divorced	110	3.1	110	3.1
Separated	50	1.4	49	1.4
Living with Partner	166	4.7	165	4.7
Married/Civil Partnership	1490	42.2	1501	42.4
Single	479	13.5	478	13.5
Divorced/Separated	15	0.4	15	0.4
Widowed	42	1.2	42	1.2
Not Completed	1074	30.3	1068	30.1
Prefer Not to Answer	115	3.2	115	3.2
Total	-	100	-	100

Employees in Post by Disability

Disability	2015		2016	
	Numbers	%	Numbers	%
Yes	67	1.9	68	1.9
No	2334	65.9	2376	67.0
Not Completed	835	23.6	796	22.5
Prefer Not to Answer	305	8.6	303	8.6
Total	-	100	-	100

Employees in Post by Ethnicity

Ethnicity	2015		2016	
	Numbers	%	Numbers	%
African	'Under 5'	0.06	'Under 5'	0.06
African - Other	'Under 5'	0.03	'Under 5'	0.03
Other - Arab	9	0.25	'Under 5'	0.11
Asian -Bangladeshi	'Under 5'	0.06	'Under 5'	0.06
Asian - Chinese	5	0.14	7	0.20
Asian - Indian	5	0.14	6	0.17
Asian - Other	'Under 5'	0.11	9	0.25
Asian - Pakistani	'Under 5'	0.11	'Under 5'	0.11
Black	0	0.00	0	0.00
Caribbean	0	0.00	0	0.00
Other Caribbean or Black	'Under 5'	0.03	'Under 5'	0.03
Mixed or Multiple	14	0.40	14	0.40
Other	367	10.36	365	10.30
White - Polish	10	0.28	11	0.31
White - Eastern European	14	0.40	14	0.40
White - Gypsy/Traveller	'Under 5'	0.03	'Under 5'	0.03
White - Irish	53	1.50	54	1.52
White -Other white ethnic group	51	1.44	52	1.47
White - Other British	193	5.45	199	5.62
White - Scottish	2012	56.81	2044	57.68

Not Completed	741	20.93	702	19.81
Prefer Not to Answer	52	1.47	51	1.44
Total	-	100	-	100

Employees in Post by Nationality

Nationality	2015		2016	
	Numbers	%	Numbers	%
British	498	14.1	514	14.5
English	68	1.9	67	1.9
Northern Irish	21	0.6	23	0.6
Other	140	4.0	144	4.1
Scottish	1835	51.7	1856	52.4
Welsh	7	0.2	7	0.2
Not Completed	938	26.5	899	25.4
Prefer Not to Answer	34	1.0	33	0.9
Total	-	100	-	100

Employees in Post by Religion

Religion	2015		2016	
	Numbers	%	Numbers	%
Buddhist	12	0.34	12	0.34
Other Christian	422	11.92	428	12.08
Church of Scotland	716	20.22	718	20.27
Roman Catholic	208	5.87	211	5.96
Hindu	5	0.14	5	0.14
Humanist	14	0.40	16	0.45
Jewish	'Under 5'	0.03	'Under 5'	0.03
Muslim	16	0.45	16	0.45
None	1007	28.43	1034	29.18
Other Religion or Belief	26	0.73	26	0.73
Pagan	12	0.34	11	0.31
Sikh	0	0.00	0	0.00
Not Completed	815	23.02	777	21.93
Prefer Not to Answer	287	8.11	288	8.13
Total	-	100	-	100

Employees in Post by Sexual Orientation

Sexual Orientation	2015		2016	
	Numbers	%	Numbers	%
Bisexual	6	0.2	6	0.2
Gay	17	0.5	17	0.5
Heterosexual/Straight	2157	60.9	2197	62.0
Lesbian	8	0.2	8	0.2
Other	0	0.0	0	0.0
Not Completed	1078	30.4	1039	29.3
Prefer Not to Answer	275	7.8	276	7.8
Total	-	100	-	100

Employees in Post by Gender Identity

Gender Identity*	2015		2016	
	Numbers	%	Numbers	%
Yes	'Under 5'	0.1	'Under 5'	0.0
No	2429	68.6	2473	69.8
Not Completed	1018	28.7	978	27.6
Prefer Not to Answer	93	2.6	91	2.6
Total	-	100	-	100

* identifying as a transgender person or trans person

Analysis:

Education Authority – Composition of employees (at January 2016, for year 2015 and at January 2017, for year 2016)

Employees in post by Gender

In 2015, the majority of employees in the Education Authority are female (85.5%) with the minority male (14.5%). The Census 2011 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 2016, the majority of employees in the Education Authority are female (85.5%) with the minority male (14.5%). The Census 2011 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 2015, the largest proportion of employees are in the 50-59 age band (26.4%) followed by the 40-49 (24.4%). The smallest proportion of employees is in the under 20 age band (0.2%) followed by the 20-29 (16.5%). This indicates that the majority of the Education Authority's employees are aged 40 or over.

In 2016, the largest proportion of employees are in the 50-59 age band (26.5%) followed by the 40-49 (24.4%). The smallest proportion of employees is in the under 20 age band (0.1%) followed by 60+ (10.2%). This indicates that the majority of the Education Authority's employees are aged 40 or over.

Employees in post by Marital Status

In 2015, the largest proportion of employees are in the Married/Civil Partnership category (42.2%) followed by Single (13.5%). The smallest proportion of employees is in the Divorced/Separated category (0.4%). It should be noted that 33.5% of employees either did not complete the form or indicated that they preferred not to answer the question.

In 2016, the largest proportion of employees are in the Married/Civil Partnership category (42.4%) followed by Single (13.5%). The smallest proportion of employees is in the Divorced/Separated category (0.4%). It should be noted that 33.3% of employees either did not complete the form or indicated that they preferred not to answer the question.

Employees in post by Disability

In 2015, a minority of employees declared that they have a disability (1.9%) whilst the majority declared that they were non-disabled (65.9%). It should be noted that 32.2% of employees either did not complete the form or indicated that they preferred not to answer the question. The Census 2011 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 2016, a minority of employees declared that they have a disability (1.9%) whilst the majority declared that they were non-disabled (67.0%). It should be noted that 31.1% of employees either did not complete the form or indicated that they preferred not to answer the question. The Census 2011 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 2015, a minority of employees declared that they are from an ethnic minority (1.3%) (i.e. non-white). It should be noted that 22.4% of employees either did not complete the form or indicated that they preferred not to answer the question. The Census 2011 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 2016, a minority of employees declared that they are from an ethnic minority (1.4%) (i.e. non-white). It should be noted that 21.3% of employees either did not complete the form or indicated that they preferred not to answer the question. The Census 2011 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 2015, the largest proportion of employees who declared their nationality are Scottish (51.7%) followed by British (14.1%) and then Other (4.0%). The smallest proportion are Welsh (0.2%) followed by Northern Irish (0.6%). It should be noted that 27.5% of employees either did not complete the form or indicated that they preferred not to answer the question.

In 2016, the largest proportion of employees who declared their nationality are Scottish (52.4%) followed by British (14.5%) and then Other (4.1%). The smallest proportion are Welsh (0.2%) followed by Northern Irish (0.6%). It should be noted that 26.3% of

employees either did not complete the form or indicated that they preferred not to answer the question.

Employees in post by Religion

In 2015, the largest proportion of employees who declared their religion indicated this as None (28.4%) followed by Church of Scotland (20.2%) and Christian Other (11.9%). The various other religions declared had relatively small proportions of employees under each category. It should be noted that 31.1% of employees either did not complete the form or indicated that they preferred not to answer the question.

In 2016, the largest proportion of employees who declared their religion indicated this as None (29.2%) followed by Church of Scotland (20.3%) and Christian Other (12.1%). The various other religions declared had relatively small proportions of employees under each category. It should be noted that 30.1% 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 2015, a minority of employees declared as Bi sexual, Gay or Lesbian (total of 0.9%) with a majority of employees declaring as Heterosexual/Straight (60.9%). 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.

In 2016, a minority of employees declared as Bi sexual, Gay or Lesbian (total of 0.9%) with a majority of employees declaring as Heterosexual/Straight (62.0%). It should be noted that 37.1% 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)

In 2015, a small minority of employees declared as a transgender or trans person (0.1%) with the majority (68.6%) answering 'no' to this question. It should be noted that 31.3% of employees either did not complete the form or indicated that they preferred not to answer the question.

In 2016, a very small minority of employees declared as a transgender or trans person with the majority (69.8%) answering 'no' to this question. It should be noted that 30.2% of employees either did not complete the form or indicated that they preferred not to answer the question.

Maternity cases

The number of maternity cases in the Education Authority that commenced in calendar year 2015 was 89, of which 74 (83.1%) returned to work and 15 (16.9%) left. The number of maternity cases that commenced in calendar year 2016 was 81. It is too early to identify returners and leavers for that year with many still on maternity leave.

Education Recruitment Data & Analysis

Data:

Recruitment information for the Education Authority for period 2015 (01/01/15-31/12/15) and 2016 (01/01/16-31/12/16)

Gender	2015				2016			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Female	4344	81.8	398	83.6	10503	81.8	528	82.3
Male	846	15.9	57	12.0	2198	17.1	105	16.4
Prefer Not to Answer	122	2.3	21	4.4	135	1.1	8	1.3
Total	-	100	-	100	-	100	-	100

Age	2015				2016			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Under 20	43	0.8	'Under 5'	0.2	212	1.7	6	0.9
20-29	1986	37.4	214	45.0	4582	35.7	207	32.4
30-39	1603	30.2	122	25.6	3764	29.3	188	29.3
40-49	1093	20.6	90	18.9	2552	19.9	132	20.6
50-59	375	7.0	30	6.3	1287	10.0	81	12.6

60+	51	1.0	'Under 5'	0.4	210	1.6	15	2.3
Not Completed	161	3.0	17	3.6	229	1.8	12	1.9
Total	-	100	-	100	-	100	-	100

Marital Status	2015				2016			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Number s	%	Number s	%	Number s	%	Number s	%
Divorced	210	4.0	12	2.5	529	4.1	22	3.4
Separated	82	1.5	'Under 5'	0.8	254	2.0	10	1.6
Living with Partner	862	16.2	62	13.0	2016	15.7	93	14.5
Married/Civil Partnership	1988	37.4	170	35.7	4804	37.4	275	42.9
Single	1948	36.7	201	42.3	4880	38.0	223	34.8
Widowed	15	0.3	'Under 5'	0.2	68	0.5	5	0.8
Not Completed	113	2.1	19	4.0	123	1.0	8	1.2
Prefer Not to Answer	94	1.8	7	1.5	162	1.3	5	0.8
Total	-	100	-	100	-	100	-	100

Disability	2015				2016			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	139	2.6	9	1.9	430	3.3	17	2.7
No	4987	93.9	443	93.1	12160	94.7	612	95.4
Not Completed	118	2.2	19	4.0	111	0.9	7	1.1
Prefer Not to Answer	68	1.3	5	1.0.	135	1.1	5	0.8
Total	-	100	-	100	-	100	-	100

Ethnicity	2015				2016			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
African	36	0.68	0	0.00	96	0.75	'Under 5'	0.47
African - Other	53	1.00	0	0.00	209	1.63	'Under 5'	0.16
Other - Arab	29	0.55	'Under 5'	0.42	40	0.31	'Under 5'	0.16
Asian - Bangladeshi	21	0.40	'Under 5'	0.21	35	0.27	'Under 5'	0.31
Asian - Chinese	25	0.47	'Under 5'	0.42	59	0.46	'Under 5'	0.62
Asian - Indian	79	1.49	'Under 5'	0.42	296	2.31	'Under 5'	0.47
Asian - Other	65	1.22	'Under	0.21	146	1.14	'Under	0.47

Appendix 1a.

			5'				5'	
Asian - Pakistani	47	0.88	'Under 5'	0.42	116	0.90	'Under 5'	0.16
Black	6	0.11	0	0.00	63	0.49	'Under 5'	0.16
Caribbean	7	0.13	0	0.00	14	0.11	0	0.00
Other Caribbean or Black	10	0.19	0	0.00	43	0.33	'Under 5'	0.31
Mixed or Multiple	50	0.94	6	1.26	144	1.12	9	1.40
Other	0	0.00	0	0.00	0	0.00	0	0.00
White - Polish	211	3.97	6	1.26	429	3.34	7	1.09
White - Eastern European	127	2.39	'Under 5'	0.63	261	2.03	'Under 5'	0.47
White - Gypsy/Traveller	0	0.00	0	0.00	'Under 5'	0.03	0	0.00
White - Irish	106	2.00	25	5.25	152	1.18	13	2.03
White -Other white ethnic group	497	9.36	19	3.99	1050	8.19	32	4.99
White - Other British	409	7.70	41	8.61	1008	7.85	66	10.30
White - Scottish	3251	61.19	342	71.86	8218	64.03	473	73.78
Not Completed	189	3.56	21	4.41	298	2.32	12	1.87
Prefer Not to Answer	94	1.77	3	0.63	155	1.21	5	0.78
Total	-	100	-	100	-	100	-	100

Nationality	2015				2016			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
British	1070	20.1	115	24.1	2692	21.0	144	22.5
English	110	2.1	7	1.5	291	2.3	13	2.0
Northern Irish	43	0.8	8	1.7	65	0.5	7	1.1
Other	0	0.0	0	0.0	0	0.0	0	0.0
Scottish	2702	50.9	266	55.9	6934	53.9	392	61.2
Welsh	9	0.2	'Under 5'	0.2	7	0.1	0	0.0
Not Completed	1325	24.9	76	16.0	2680	20.9	77	12.0
Prefer Not to Answer	53	1.0	3	0.6	167	1.3	8	1.2
Total	-	100	-	100	-	100	-	100

Religion	2015				2016			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Number s	%	Number s	%	Number s	%	Number s	%
Buddhist	27	0.51	'Under 5'	0.42	38	0.30	0	0.00
Other Christian	592	11.14	47	9.87	1479	11.52	64	9.98

Church of Scotland	762	14.33	97	20.38	1821	14.19	125	19.50
Roman Catholic	600	11.30	53	11.13	1333	10.38	45	7.02
Hindu	63	1.19	'Under 5'	0.21	206	1.60	0	0.00
Humanist	12	0.23	'Under 5'	0.21	203	1.58	9	1.40
Jewish	'Under 5'	0.04	0	0.00	18	0.14	'Under 5'	0.47
Muslim	106	2.00	5	1.05	250	1.95	'Under 5'	0.62
None	2432	45.77	198	41.61	6266	48.83	317	49.46
Other Religion or Belief	95	1.79	5	1.05	139	1.08	6	0.94
Pagan	6	0.11	0	0.00	16	0.12	'Under 5'	0.31
Sikh	'Under 5'	0.08	0	0.00	'Under 5'	0.02	0	0.00
Not Completed	276	5.20	35	7.35	356	2.77	18	2.81
Prefer Not to Answer	335	6.31	32	6.72	709	5.52	48	7.49
Total	-	100	-	100	-	100	-	100

Sexual Orientation	2015				2016			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Number s	%	Number s	%	Number s	%	Number s	%
Bisexual	37	0.7	0	0.0	138	1.1	'Under 5'	0.6
Gay	42	0.8	'Under 5'	0.8	186	1.4	13	2.0
Heterosexual/Straight	4827	90.9	422	88.7	11724	91.3	585	91.3
Lesbian	26	0.5	'Under 5'	0.2	47	0.4	6	0.9
Other	11	0.2	0	0.0	45	0.4	0	0.0
Not Completed	144	2.7	22	4.6	196	1.5	9	1.4
Prefer Not to Answer	225	4.2	27	5.7	500	3.9	24	3.8
Total	-	100	-	100	-	100	-	100

Gender Identity *	2015				2016			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	6	0.1	0	0.0	25	0.2	0	0.0
No	5154	97.0	453	95.2	12623	98.3	632	98.6
Not Completed	112	2.1	19	4.0	124	1.0	7	1.1
Prefer Not to Answer	40	0.8	4	0.8	64	0.5	2	0.3
Total	-	100	-	100	-	100	-	100

* identifying as a transgender person or trans person

Analysis:**Education Authority – Recruitment 2015 and 2016****Gender**

In 2015, the majority of both applicants for employment and successful applicants were female (81.8% and 83.6% respectively), with the minority male (15.9% and 12.0% respectively).

In 2016, the majority of both applicants for employment and successful applicants were female (81.8% and 82.3% respectively), with the minority male (17.1% and 16.4% respectively). The 2016 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 85.5% to 14.5% female to male).

Age

In 2015, the largest proportion of applicants for employment and successful applicants were under the category of 20-29 (37.4% and 45.0% respectively), followed by 30-39 (30.2% and 25.6% respectively) and then 40-49 (20.6% and 18.9% respectively). It should be noted that the smallest proportion of applicants for employment and successful applicants was in the Under 20 category (0.8% and 0.2% respectively).

In 2016, the largest proportion of applicants for employment and successful applicants were under the category of 20-29 (35.7% and 32.4% respectively), followed by 30-39 (29.3% and 29.3% respectively) and then 40-49 (19.9% and 20.6% respectively). In relation to the workforce profile, the largest proportion of employees are in the 50-59 age band (26.5%), followed by the 40-49 band (24.4%) and then the 30-39 band (22.9%), indicating a difference compared to the age profile of applicants and successful applicants in 2016.

Marital Status

In 2015, of those who declared their marital status, the largest proportion of applicants for employment were under the category of Married/Civil Partnership (37.4%), followed by Single (36.7%), and followed by Living with Partner (16.2%). The largest proportion of successful applicants were under the category of Single (42.3%), followed by Married/Civil Partnership (35.7%) and then Living with Partner (13.0%).

In 2016, of those who declared their marital status, the largest proportion of applicants for employment were under the category of Single (38.0%), followed by Married/Civil Partnership (37.4%), and followed by Living with Partner (15.7%). The largest proportion of successful applicants were under the category of Married/Civil Partnership (42.9%), followed by Single (34.8%) and then Living with Partner (14.5%).

Disability

In 2015, a minority of applicants for employment and also successful applicants declared as disabled (2.6% and 1.9% respectively).

In 2016, a minority of applicants for employment and also successful applicants declared as disabled (3.3% and 2.7% respectively). Both these 2016 proportions are higher than the proportions of disabled employees in the Education Authority workforce (which is 1.9%).

Ethnicity

In 2015, a minority of applicants for employment and also successful applicants declared as being from an ethnic minority (8.1% and 3.4% respectively) (i.e. non-white).

In 2016, 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). Both these 2016 proportions are higher than the proportions of employees in the Education Authority who declared as being from an ethnic minority (which is 1.4%).

Nationality

In 2015, of those who declared their nationality, the largest proportion of applicants for employment were under the category of Scottish (50.9%), followed by British (20.1%) and then English (2.1%). The largest proportion of successful applicants were under the category of Scottish (55.9%), followed by British (24.1%) and then Northern Irish (1.7%).

In 2016, of those who declared their nationality, the largest proportion of applicants for employment and also successful applicants were under the category of Scottish (53.9% and 61.2% respectively), followed by British (21.0% and 22.5% respectively) and then English (2.3% and 2.0% respectively).

Religion

In 2015, of those who declared their religion, the largest proportion of applicants for employment and successful applicants was under the category of None (45.8% and 41.6% respectively), followed by Church of Scotland (14.3% and 20.4% respectively) and then Roman Catholic (11.3% and 11.1% respectively).

In 2016, of those who declared their religion, the largest proportion of applicants for employment and successful applicants were under the category of None (48.8% and 49.5% respectively), followed by Church of Scotland (14.2% and 19.5% respectively) and then Other Christian (11.5% and 10.0% respectively).

Sexual Orientation

In 2015, of those who declared their sexual orientation, a minority of applicants for employment and also successful applicants were Bi-sexual, Gay or Lesbian (2.0% and 1.0% respectively, in total).

In 2016, of those who declared their sexual orientation, a minority of applicants for employment and also successful applicants were Bi-sexual, Gay or Lesbian (2.9% and 3.5% respectively, in total). Both these 2016 proportions are above the proportions of employees in the Education Authority declaring their sexual orientation under these categories (which is 0.9% in total).

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

In 2015, of those who declared their gender identity, a small minority of applicants for employment identified as a transgender person or trans person (0.1%), with the majority answering 'no' to this question (97.0%). There were no successful applicants who identified as a transgender or trans person.

In 2016, of those who declared their gender identity, a small minority of applicants for employment identified as a transgender person or trans person (0.2%), with the majority answering 'no' to this question (98.3%). There were no successful applicants who identified as a transgender or trans person.

Education Training Data & Analysis

Data:

Training Information for the Education Authority for period 2015 (01/01/15-31/12/15) and 2016 (01/01/16-31/12/16)

	2015		2016	
Gender	Numbers	%	Numbers	%
Female	1146	83.7	1458	83.5
Male	223	16.3	288	16.5
Total	-	100	-	100

	2015		2016	
AGE	Numbers	%	Numbers	%
Under 20	5	0.4	'Under 5'	0.1
20-29	184	13.4	290	16.6
30-39	298	21.8	418	23.9
40-49	377	27.5	458	26.2
50-59	395	28.9	447	25.7
60+	110	8.0	131	7.5
Total	-	100	-	100

Marital Status	2015		2016	
	Numbers	%	Numbers	%
Divorced	43	3.1	70	4.0
Separated	17	1.2	32	1.8
Living with Partner	85	6.2	99	5.7
Married/Civil Partnership	632	46.2	650	37.3
Single	224	16.4	273	15.6
Divorced/Separated	9	0.7	11	0.6
Widowed	17	1.2	18	1.0
Not Completed	293	21.4	522	29.9
Prefer Not to Answer	49	3.6	71	4.1
Total	-	100	-	100

Disability	2015		2016	
	Numbers	%	Numbers	%
Yes	32	2.3	37	2.1
No	935	68.3	1216	69.7
Not Completed	276	20.2	364	20.8
Prefer Not to Answer	126	9.2	129	7.4
Total	-	100	-	100

Ethnicity	2015		2016	
	Numbers	%	Numbers	%
African	0	0.00	'Under 5'	0.23
African - Other	'Under 5'	0.07	'Under 5'	0.06
Other - Arab	'Under 5'	0.07	0	0.00
Asian -Bangladeshi	'Under 5'	0.07	'Under 5'	0.11
Asian - Chinese	'Under 5'	0.22	'Under 5'	0.23
Asian - Indian	'Under 5'	0.29	'Under 5'	0.17
Asian - Other	'Under 5'	0.22	'Under 5'	0.11
Asian - Pakistani	'Under 5'	0.07	'Under 5'	0.06
Black	0	0.00	0	0.00
Caribbean	0	0.00	0	0.00
Other Caribbean or Black	0	0.00	'Under 5'	0.11
Mixed or Multiple	7	0.51	10	0.57
Other	140	10.23	164	9.39
White - Polish	'Under 5'	0.15	7	0.40
White - Eastern European	9	0.66	12	0.69
White - Gypsy/Traveller	'Under 5'	0.07	'Under 5'	0.06
White - Irish	11	0.80	16	0.92
White -Other white ethnic group	18	1.31	27	1.55
White - Other British	82	5.99	103	5.90
White - Scottish	826	60.35	1045	59.86
Not Completed	233	17.02	314	17.98
Prefer Not to Answer	26	1.90	28	1.60
Total	-	100	-	100

	2015		2016	
Nationality	Numbers	%	Numbers	%
British	228	16.7	268	15.3
English	26	1.9	27	1.5
Northern Irish	'Under 5'	0.3	11	0.6
Other	51	3.7	72	4.1
Scottish	738	53.9	945	54.2
Welsh	'Under 5'	0.3	'Under 5'	0.2
Not Completed	307	22.4	405	23.3
Prefer Not to Answer	11	0.8	14	0.8
Total	-	100	-	100

	2015		2016	
Religion	Numbers	%	Numbers	%
Buddhist	8	0.58	7	0.4
Other Christian	175	12.78	192	11.0
Church of Scotland	301	21.99	333	19.1
Roman Catholic	65	4.75	101	5.8
Hindu	'Under 5'	0.29	'Under 5'	0.1

Appendix 1a.

Humanist	'Under 5'	0.29	12	0.7
Jewish	0	0.00	0	0.0
Muslim	7	0.51	6	0.3
None	400	29.23	575	32.8
Other Religion or Belief	8	0.58	8	0.5
Pagan	6	0.44	11	0.6
Sikh	0	0.00	0	0.0
Not Completed	263	19.21	347	19.9
Prefer Not to Answer	128	9.35	153	8.8
Total	-	100	-	100

Sexual Orientation	2015		2016	
	Numbers	%	Numbers	%
Bisexual	'Under 5'	0.2	'Under 5'	0.2
Gay	10	0.7	16	0.9
Heterosexual/Straight	868	63.4	1118	64.0
Lesbian	'Under 5'	0.3	7	0.4
Other	0	0.0	0	0.0
Not Completed	371	27.1	455	26.1
Prefer Not to Answer	114	8.3	147	8.4
Total	-	100	-	100

Gender Identity*	2015		2016	
	Numbers	%	Numbers	%
Yes	0	0.0	0	0.0
No	980	71.6	1277	73.1
Not Completed	346	25.3	426	24.4
Prefer Not to Answer	43	3.1	43	2.5
Total	-	100	-	100

* identifying as a transgender person or trans person

Analysis:**Education Authority – Training 2015 and 2016****Gender**

In 2015, the majority who undertook training were female (83.7%) with the minority male (16.3%).

In 2016, the majority who undertook training were female (83.5%) with the minority male (16.5%). These 2016 figures are similar to the proportions of female and male employees in the Education Authority workforce (which are 85.5% and 14.5% respectively).

Age

In 2015, the largest proportion who undertook training were under the category 50-59 (28.9%), followed by the 40-49 (27.5%) and then 30-39 (21.8%).

In 2016, the largest proportion who undertook training were under the category 40-49 (26.2%), followed by the 50-59 (25.7%) and then 30-39 (23.9%). In relation to the workforce profile, the largest proportion of employees are in the 50-59 age band (26.5%), followed by the 40-49 band (24.4%) and then the 30-39 band (22.9%), which differ to the proportions who undertook training in 2016.

Marital Status

In 2015, of those who declared their marital status, the largest proportion who undertook training were under the category of Married/Civil Partnership (46.2%), followed by Single (16.4%) and then Living with Partner (6.2%).

In 2016, of those who declared their marital status, the largest proportion who undertook training were under the category of Married/Civil Partnership (37.3%), followed by Single (15.6%) and then Living with Partner (5.7%).

Disability

In 2015, a minority of those who undertook training were disabled (2.3%), whilst the majority were non-disabled (68.3%).

In 2016, a minority of those who undertook training were disabled (2.1%), whilst the majority were non-disabled (69.7%). The proportion who undertook training in 2016 who were disabled is slightly higher than the proportion who declared as disabled employees in the Education Authority workforce (which was 1.9%).

Ethnicity

In 2015, a minority of those who undertook training were from an ethnic minority (1.5%) (i.e. non-white).

In 2016, a minority of those who undertook training were from an ethnic minority (1.7%) (i.e. non-white). This 2016 figure is slightly higher than the proportion of employees who declared as being from an ethnic minority in the Education Authority workforce (the figure being 1.4%).

Nationality

In 2015, of those who declared their nationality, the largest proportion of those who undertook training were under the category of Scottish (53.9%), followed by British (16.7%) and then Other (3.7%).

In 2016, of those who declared their nationality, the largest proportion of those who undertook training were under the category of Scottish (54.2%), followed by British (15.3%) and then Other (4.1%).

Religion

In 2015, of those who declared their religion, the largest proportion of those who undertook training were under the category of None (29.2%), followed by Church of Scotland (22.0%) and then Christian Other (12.8%).

In 2016, of those who declared their religion, the largest proportion of those who undertook training were under the category of None (32.8%), followed by Church of Scotland (19.1%) and then Christian Other (11.0%).

Sexual Orientation

In 2015, of those who declared their sexual orientation, a minority of those who undertook training were Bi-sexual, Gay or Lesbian (1.2% in total).

In 2016, 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 2016 figure is higher than the proportion of those declaring their sexual orientation under these categories in the Education Authority workforce (which is 0.9%).

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

In 2015, there were no employees who undertook training who identified as a transgender or trans person.

In 2016, there were no employees who undertook training who identified as a transgender or trans person.

Education Leavers Data & Analysis

Data:

Leavers Information for the Education Authority for period 2015 (01/01/15-31/12/15) and 2016 (01/01/16-31/12/16)

	2015		2016	
Gender	Numbers	%	Numbers	%
Female	331	82.1	422	80.2
Male	72	17.9	104	19.8
Total	-	100	-	100

	2015		2016	
AGE	Numbers	%	Numbers	%
Under 20	'Under 5'	0.5	'Under 5'	0.4
20-29	105	26.1	151	28.7
30-39	90	22.3	125	23.8
40-49	65	16.1	74	14.1
50-59	58	14.4	86	16.3
60+	83	20.6	88	16.7
Total	-	100	-	100

Marital Status	2015		2016	
	Numbers	%	Numbers	%
Divorced	6	1.5	11	2.1
Separated	'Under 5'	0.5	'Under 5'	0.2
Living with Partner	11	2.7	25	4.8
Married/Civil Partnership	149	37.0	163	30.9
Single	58	14.4	71	13.5
Divorced/Separated	'Under 5'	0.7	'Under 5'	0.8
Widowed	'Under 5'	0.5	'Under 5'	0.8
Not Completed	155	38.5	235	44.6
Prefer Not to Answer	17	4.2	12	2.3
Total	-	100	-	100

Disability	2015		2016	
	Numbers	%	Numbers	%
Yes	13	3.2	10	1.9
No	186	46.2	290	55.2
Not Completed	161	39.9	170	32.3
Prefer Not to Answer	43	10.7	56	10.6
Total	-	100	-	100

Ethnicity	2015		2016	
	Numbers	%	Numbers	%
African	0	0.00	'Under 5'	0.19
African - Other	0	0.00	0	0.00
Other - Arab	0	0.00	0	0.00
Asian -Bangladeshi	0	0.00	0	0.00
Asian - Chinese	0	0.00	'Under 5'	0.19
Asian - Indian	0	0.00	'Under 5'	0.19
Asian - Other	'Under 5'	0.25	'Under 5'	0.38
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	0	0.00	0	0.00
Mixed or Multiple	0	0.00	'Under 5'	0.76
Other	31	7.69	52	9.89
White - Polish	0	0.00	'Under 5'	0.38
White - Eastern European	0	0.00	'Under 5'	0.57
White - Gypsy/Traveller	0	0.00	0	0.00
White - Irish	'Under 5'	0.74	15	2.85
White -Other white ethnic group	6	1.49	11	2.09
White - Other British	18	4.47	33	6.27
White - Scottish	191	47.40	235	44.68
Not Completed	150	37.22	155	29.47
Prefer Not to Answer	3	0.74	11	2.09
Total	-	100	-	100

	2015		2016	
Nationality	Numbers	%	Numbers	%
British	37	9.2	73	13.9
English	7	1.7	13	2.5
Northern Irish	'Under 5'	1.0	'Under 5'	0.6
Other	9	2.2	36	6.8
Scottish	186	46.1	202	38.3
Welsh	0	0.00	'Under 5'	0.2
Not Completed	159	39.5	194	36.9
Prefer Not to Answer	1	0.3	4	0.8
Total	-	100	-	100

	2015		2016	
Religion	Numbers	%	Numbers	%
Buddhist	'Under 5'	0.25	'Under 5'	0.57
Other Christian	42	10.42	56	10.65
Church of Scotland	72	17.87	83	15.78
Roman Catholic	15	3.72	31	5.89
Hindu	0	0.00	'Under 5'	0.19
Humanist	'Under 5'	0.25	'Under 5'	0.19

Jewish	0	0.00	0	0.00
Muslim	0	0.00	'Under 5'	0.19
None	93	23.08	125	23.76
Other Religion or Belief	'Under 5'	0.74	5	0.95
Pagan	'Under 5'	0.25	'Under 5'	0.38
Sikh	0	0.00	0	0.00
Not Completed	153	37.96	167	31.75
Prefer Not to Answer	22	5.46	51	9.70
Total	-	100	-	100

	2015		2016	
Sexual Orientation	Numbers	%	Numbers	%
Bisexual	0	0.0	'Under 5'	0.2
Gay	0	0.0	'Under 5'	0.6
Heterosexual/Straight	174	43.2	266	50.5
Lesbian	0	0.0	0	0.0
Other	0	0.0	0	0.0
Not Completed	200	49.6	213	40.5
Prefer Not to Answer	29	7.2	43	8.2
Total	-	100	-	100

Gender Identity*	2015		2016	
	Numbers	%	Numbers	%
Yes	0	0.0	0	0.0
No	225	55.8	316	60.1
Not Completed	164	40.7	199	37.8
Prefer Not to Answer	14	3.5	11	2.1
Total	-	100	-	100

* identifying as a transgender person or trans person

Analysis:**Education Authority – Leavers 2015 and 2016****Gender**

In 2015, the majority of leavers in the Council were female (82.1%) with the minority male (17.9%).

In 2016, the majority of leavers in the Council were female (80.2%) with the minority male (19.8%). These 2016 figures are similar to the composition of employees in the Education Authority, which is an 85.5% to 14.5% female to male split.

Age

In 2015, the largest proportion of leavers was in the 20-29 age group (26.1%), followed by the 30-39 (22.3%) and then 60+ (20.6%).

In 2016, the largest proportion of leavers was in the 20-29 age group (28.7%), followed by the 30-39 (23.8%) and then 60+ (16.7%). In relation to the workforce profile, the largest proportion of employees are in the 50-59 age band (26.5%), followed by the 40-49 band (24.4%) and then the 30-39 band (22.9%), indicating a difference compared to the 2016 leavers age profile.

Marital Status

In 2015, of those who declared their marital status, the largest proportion of leavers were under the category of Married/Civil Partnership (37.0%), followed by Single (14.4%) and then Living with Partner (2.7%).

In 2016, of those who declared their marital status, the largest proportion of leavers were under the category of Married/Civil Partnership (30.9%), followed by Single (13.5%) and then Living with Partner (4.8%).

Disability

In 2015, of those who declared whether they have a disability, a minority of leavers (3.2%) were disabled whilst the majority were non-disabled (46.2%).

In 2016, of those who declared whether they have a disability, a minority of leavers (1.9%) were disabled whilst the majority were non-disabled (55.2%). The proportion of disabled leavers in 2016 is therefore the same as the proportion of disabled employees in the Education Authority workforce (which is also 1.9%).

Ethnicity

In 2015, of those who declared their ethnicity, a minority of leavers (0.3%) were from an ethnic minority (i.e. non-white).

In 2016, of those who declared their ethnicity, a minority of leavers (1.7%) were from an ethnic minority (i.e. non-white). This 2016 figure is slightly higher than the proportion of ethnic minority employees in the Education Authority workforce (which is 1.4%).

Nationality

In 2015, of those who declared their nationality, the largest proportion of leavers were Scottish (46.1%) followed by British (9.2%) and then 'Other' (2.2%).

In 2016, of those who declared their nationality, the largest proportion of leavers were Scottish (38.3%) followed by British (13.9%) and then 'Other' (6.8%).

Religion

In 2015, of those who declared their religion, the largest proportion of leavers was under the category of 'None' (23.1%), followed by Church of Scotland (17.9%) and then Christian Other (10.4%).

In 2016, of those who declared their religion, the largest proportion of leavers was under the category of 'None' (23.8%), followed by Church of Scotland (15.8%) and then Christian Other (10.7%).

Sexual Orientation

In 2015, of those who declared their sexual orientation, there were no leavers under the categories of Bi-sexual, Gay or Lesbian.

In 2016, of those who declared their sexual orientation, a minority of leavers were from the categories of Bi-sexual, Gay or Lesbian (total of 0.8%). This 2016 figure is higher than those declaring their sexual orientation under these categories in the Education Authority workforce (which is 0.9%).

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

In 2015, of those who declared their gender identity, there were no leavers who identified as a transgender person or trans person, with the majority of leavers having answered 'no' to this question (55.8%).

In 2016, there were no employees who were leavers who identified as a transgender or trans person.

Education Discipline Data & Analysis

Data:

Disciplinary information for the Education Authority for period 2015 (01/01/15-31/12/15) and 2016 (01/01/16-31/12/16)

Gender	2015		2016	
	No	(%)	No	(%)
Female	9	60.0	14	70.0
Male	6	40.0	6	30.0
Total	-	100	-	100

Age	2015		2016	
	No	(%)	No	(%)
Under 20	0	0.0	0	0.0
20-29	0	0.0	'Under 5'	15.0
30-39	0	0.0	'Under 5'	10.0
40-49	'Under 5'	26.7	6	30.0
50-59	7	46.6	7	35.0
60+	'Under 5'	26.7	'Under 5'	10.0
Total	-	100	-	100

Marital Status	2015		2016	
	No	(%)	No	(%)
Divorced/Separated	'Under 5'	13.3	'Under 5'	5.0
Living with Partner	0	0.0	0	0.0
Married/Civil Partnership	7	46.7	9	45.0
Single	'Under 5'	6.7	'Under 5'	20.0

Widowed	0	0.0	0	0.0
Not Completed	5	33.3	5	25.0
Prefer Not to Answer	0	0.0	1	5.0
Total	-	100	-	100

Disability	2015		2016	
	No	(%)	No	(%)
Yes	0	0.00	0	0.00
No	10	66.7	12	60.0
Not Completed	5	33.3	7	35.0
Prefer Not to Answer	0	0.0	1	5.0
Total	-	100	-	100

Ethnicity	2015		2016	
	No	(%)	No	(%)
Arab	0	0.0	0	0.0
African	0	0.0	0	0.0
African- Other	0	0.0	0	0.0
Arab- Other	0	0.0	0	0.0
Asian- Bangladeshi	0	0.0	0	0.0
Asian- Chinese	0	0.0	0	0.0
Asian- Indian	0	0.0	0	0.0
Asian- Other	0	0.0	0	0.0
Asian- Pakistani	0	0.0	0	0.0
Black	0	0.0	0	0.0
Caribbean	0	0.0	0	0.0
Other Caribbean or Black	0	0.0	0	0.0
Mixed or Multiple	0	0.0	0	0.0
Other	'Under 5'	20.0	'Under 5'	5.0

White- Eastern European	0	0.0	0	0.0
White- Gypsy/Traveller	0	0.0	0	0.0
White- Irish	0	0.0	0	0.0
White- Other white ethnic group	0	0.0	0	0.0
White- Other British	'Under 5'	6.7	0	0.0
White- Scottish	6	39.9	11	55.0
Not Completed	4	26.7	8	40.0
Prefer Not to Answer	1	6.7	0	0.0
Total	-	100	-	100

National Identity	2015		2016	
	No	(%)	No	(%)
British	'Under 5'	26.7	'Under 5'	10.0
English	0	0.0	0	0.0
Northern Irish	0	0.0	0	0.0
Other	0	0.0	'Under 5'	5.0
Scottish	'Under 5'	20.0	10	50.0
Welsh	0	0.0	0	0.0
Not Completed	8	53.3	7	35.0
Prefer Not to Answer	0	0.0	0	0.0
Total	-	100	-	100

Religion	2015		2016	
	No	(%)	No	(%)
Buddhist	0	0.0	0	0.0
Christian Other	0	0.0	0	0.0
Church of Scotland	'Under 5'	13.3	0	0.0
Roman Catholic	0	0.0	0	0.0
Hindu	0	0.0	0	0.0
Humanist	0	0.0	'Under 5'	5.0
Jewish	0	0.0	0	0.0
Muslim	0	0.0	0	0.0
None	'Under 5'	20.0	8	40.0
Other	'Under 5'	20.0	'Under 5'	5.0
Pagan	0	0.0	0	0.0
Sikh	0	0.0	0	0.0
Not Completed	6	40.0	8	40.0
Prefer Not to Answer	1	6.7	2	10.0
Total	-	100	-	100

Sexual Orientation	2015		2016	
	No	(%)	No	(%)
Bi Sexual	0	0.0	0	0.0
Gay	0	0.0	0	0.0
Heterosexual/Straight	9	60.0	12	60.0
Lesbian	0	0.0	0	0.0
Not Completed	6	40.0	8	40.0
Prefer Not to Answer	0	0.0	0	0.0
Total	-	100	-	100

Gender Identity *	2015		2016	
	No	(%)	No	(%)
Yes	0	0.0	0	0.0
No	7	46.7	13	65.0
Not Completed	8	53.3	7	35.0
Prefer Not to Answer	0	0.0	0	0.0
Total	-	100	-	100

Analysis:**Education Authority – Discipline cases 2015 and 2016****Gender**

In 2015, the majority of discipline cases involved female employees (60.0%) with the minority involving male employees (40.0%).

In 2016, the majority of discipline cases involved female employees (70.0%) with the minority involving male employees (30.0%). The 2016 figures differ to the proportions of female and male employees in the workforce (which are 85.5% and 14.5% respectively).

Age

In 2015, the largest proportion of discipline cases involved employees under the category 50-59 (46.6%), followed by the 60+ and 40-49 age groups (with each having 26.7%).

In 2016, the largest proportion of discipline cases involved employees under the category 50-59 (35.0%), followed by 40-49 (30.0%) and then 20-29 (15.0%).

Marital Status

In 2015, of those who declared their marital status, the largest proportion of discipline cases involved employees under the category of Married/Civil Partnership (46.7%), followed by Divorced/Separated (13.3%) and then Single (6.7%).

In 2016, of those who declared their marital status, the largest proportion of discipline cases involved employees under the category of Married/Civil Partnership (45.0%), followed by Single (20.0%) and then Divorced/Separated (5.0%).

Disability

In 2015, of those who declared whether they have a disability, none of employees involved in discipline cases were disabled, whilst the majority who declared were non-disabled (66.7%).

In 2016, of those who declared whether they have a disability, there were no employees involved in discipline cases who were disabled whilst the majority were non-disabled (60.0%). The 2016 figures differ to the proportions of disabled and non-disabled employees in the workforce (which are 1.9% and 67.0% respectively).

Ethnicity

In 2015, of those who declared their ethnicity, none of the employees involved in discipline cases were from an ethnic minority (i.e. non-white).

In 2016, of those who declared their ethnicity, none of the employees involved in discipline cases were from an ethnic minority (i.e. non-white). The 2016 figure differs to the proportion of ethnic minority employees in the workforce (which is 1.4%).

Nationality

In 2015, of those who declared their nationality, the largest proportion of discipline cases involved employees under the category of British (26.7%), followed by Scottish (20.0%) with the other categories having no cases.

In 2016, of those who declared their nationality, the largest proportion of discipline cases involved employees under the category of Scottish (50.0%), followed by British (10.0%), and then Other (5.0%).

Religion

In 2015, of those who declared their religion, the largest proportion of discipline cases involved employees under the categories of None and Other (both having 20.0%) and then Church of Scotland (with 13.3%).

In 2016, of those who declared their religion, the largest proportion of discipline cases involved employees under the category of None (40.0%), followed by Other and Humanist (each with 5.0%).

Sexual Orientation

In 2015, of those who declared their sexual orientation, there were no employees involved in discipline cases who were Bisexual, Gay or Lesbian.

In 2016, of those who declared their sexual orientation, there were no employees involved in discipline cases who were Bi-sexual, Gay or Lesbian. The 2016 figure differs to the proportion of employees who declared as Bi-sexual, Gay or Lesbian in the workforce (which is 0.9%).

Gender Identity

In 2015 and 2016, of those who declared as a trans gender or trans person, no employees involved in discipline cases were under these categories.

Education Grievance Data & Analysis

Data:

Grievance information for the Education Authority for period 2015 (01/01/15-31/12/15) and 2016 (01/01/16-31/12/16)

Gender	2015		2016	
	No	(%)	No	(%)
Female	9	64.3	9	45.0
Male	5	35.7	11	55.0
Total	-	100	-	100

Age	2015		2016	
	No	(%)	No	(%)
Under 20	0	0.0	0	0.0
20-29	0	0.0	0	0.0
30-39	'Under 5'	21.4	5	25.0
40-49	6	42.9	'Under 5'	5.0
50-59	'Under 5'	21.4	13	65.0
60+	'Under 5'	14.3	'Under 5'	5.0
Total	-	100	-	100

Marital Status	2015		2016	
	No	(%)	No	(%)
Divorced/Separated	0	0.0	8	40.0
Living with Partner	'Under 5'	14.3	0	0.0
Married/Civil Partnership	8	57.0	10	50.0
Single	'Under 5'	14.3	0	0.0
Widowed	0	0.0	0	0.0

Not Completed	1	7.1	1	5.0
Prefer Not to Answer	1	7.1	1	5.0
Total	-	100	-	100

Disability	2015		2016	
	No	(%)	No	(%)
Yes	'Under 5'	14.3	'Under 5'	10.0
No	10	71.4	15	75.0
Not Completed	0	0.0	2	10.0
Prefer Not to Answer	2	14.3	1	5.0
Total	-	100	-	100

Ethnicity	2015		2016	
	No	(%)	No	(%)
Arab	0	0.0	0	0.0
African	0	0.0	0	0.0
African- Other	0	0.0	0	0.0
Arab- Other	0	0.0	'Under 5'	5.0
Asian- Bangladeshi	0	0.0	0	0.0
Asian- Chinese	0	0.0	0	0.0
Asian- Indian	0	0.0	0	0.0
Asian- Other	0	0.0	0	0.0
Asian- Pakistani	0	0.0	0	0.0
Black	0	0.0	0	0.0
Caribbean	0	0.0	0	0.0
Other Caribbean or Black	0	0.0	0	0.0
Mixed or Multiple	0	0.0	0	0.0
Other	'Under 5'	14.3	'Under 5'	20.0

White- Eastern European	0	0.0	'Under 5'	5.0
White- Gypsy/Traveller	0	0.0	0	0.0
White- Irish	0	0.0	0	0.0
White- Other white ethnic group	0	0.0	0	0.0
White- Other British	'Under 5'	7.1	'Under 5'	5.0
White- Scottish	11	78.6	13	65.0
Not Completed	0	0.0	0	0.0
Prefer Not to Answer	0	0.0	0	0.0
Total	-	100	-	100

National Identity	2015		2016	
	No	(%)	No	(%)
British	'Under 5'	14.3	'Under 5'	10.0
English	0	0.0	0	0.0
Northern Irish	0	0.0	0	0.0
Other	0	0.0	'Under 5'	10.0
Scottish	10	71.4	12	60.0
Welsh	0	0.0	0	0.0
Not Completed	2	14.3	3	15.0
Prefer Not to Answer	0	0.0	1	5.0
Total	-	100	-	100

Religion	2015		2016	
	No	(%)	No	(%)
Buddhist	0	0.0	0	0.0
Christian Other	0	0.0	6	30.0
Church of Scotland	'Under 5'	7.1	5	25.0
Roman Catholic	0	0.0	0	0.0
Hindu	0	0.0	0	0.0
Humanist	0	0.0	0	0.0
Jewish	0	0.0	0	0.0
Muslim	0	0.0	0	0.0
None	5	35.7	6	30.0
Other	5	35.7	0	0.0
Pagan	0	0.0	0	0.0
Sikh	0	0.0	0	0.0
Not Completed	1	7.1	2	10.0
Prefer Not to Answer	2	14.4	1	5.0
Total	-	100	-	100

Sexual Orientation	2015		2016	
	No	(%)	No	(%)
Bi Sexual	0	0.0	0	0.0
Gay	0	0.0	0	0.0
Heterosexual/Straight	10	71.5	14	70.0
Lesbian	0	0.0	'Under 5'	5.0
Not Completed	3	21.4	2	10.0
Prefer Not to Answer	1	7.1	3	15.0
Total	-	100	-	100

Gender Identity *	2015		2016	
	No	(%)	No	(%)
Yes	0	0.0	0	0.0
No	9	64.3	15	75.0
Not Completed	4	28.6	4	20.0
Prefer Not to Answer	1	7.1	1	5.0
Total	-	100	-	100

Analysis:**Education Authority – Grievance cases 2015 and 2016****Gender**

In 2015, the majority of grievance cases involved female employees (64.3%) with the minority involving male employees (35.7%).

In 2016, the majority of grievance cases involved male employees (55.0%) with the minority involving female employees (45.0%). The 2016 figures differ to the proportions of male and female employees in the workforce (which are 14.5% and 85.5% respectively).

Age

In 2015, the largest proportion of grievance cases involved employees under the category 40-49 (42.9%), followed by the 50-59 and 30-39 age groups (with each having 21.4%). In 2016, the largest proportion of grievance cases involved employees under the category 50-59 (65.0%), followed by the 30-39 age group (25.0%) and then the 40-49 and 60+ age groups (each having 5.0% of cases).

Marital Status

In 2015, of those who declared their marital status, the largest proportion of grievance cases involved employees under the category Married/Civil Partnership (57.0%), followed by Living with Partner and Single (each having 14.3% of cases).

In 2016, of those who declared their marital status, the largest proportion of grievance cases involved employees under the category Married/Civil Partnership (50.0%), followed by Divorced/Separated (40.0%). There were no cases under the other categories.

Disability

In 2015, of those who declared whether they have a disability, a minority of employees involved in grievance cases were disabled (14.3%), with the majority of cases involving employees who declared as non-disabled (71.4%).

In 2016, of those who declared whether they have a disability, a minority of employees involved in grievance cases were disabled (10.0%), with the majority of cases involving employees who declared as non-disabled (75.0%). The 2016 figures differ to the proportions of disabled and non-disabled employees in the workforce (which are 1.9% and 67.0% respectively).

Ethnicity

In 2015, 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 2016, of those who declared their ethnicity, a minority of employees involved in grievance cases were from an ethnic minority (5.0%). The 2016 figure differs compared to the proportion of ethnic minority employees in the workforce (which is 1.4%).

Nationality

In 2015, of those who declared their nationality, the largest proportion of grievance cases involved employees under the category of Scottish (71.4%), followed by British (14.3%), with the other categories having no cases.

In 2016, of those who declared their nationality, the largest proportion of grievance cases involved employees under the category of Scottish (60.0%), followed by British and Other (each having 10.0%).

Religion

In 2015, of those who declared their religion, the largest proportion of grievance cases involved employees under the categories of Other and None (each with 35.7% of cases) followed by Church of Scotland (with 7.1%). In 2016, of those who declared their religion, the largest proportion of grievance cases involved employees under the categories of None and Christian Other (each with 30.0% of cases), followed by Church of Scotland (with 25.0%).

Sexual Orientation

In 2015, of those who declared their sexual orientation, there were no employees involved in grievance cases who were Bisexual, Gay or Lesbian.

In 2016, of those who declared their sexual orientation, a minority of employees involved in grievance cases were under the categories of Bisexual, Gay or Lesbian (5.0%). The 2016 figure differs compared to the proportion of employees who declared as Bi-sexual, Gay or Lesbian in the workforce (which is 0.9%).

Gender Identity

In 2015 and 2016, of those who declared as a trans gender or trans person, there were no employees involved in grievance cases who were under these categories.

Equality Initiatives 2015

Employment Equality Initiatives undertaken in 2015

Equality Outcome	Output and activities	Indicators	Performance Evidence	Next steps	Responsible Officer/ Service
4 – ‘Aberdeen City Council a fair employer’	Undertook a focus group for Ethnic Minority employees to find out about their employment experience with the Council.	An indication of the effectiveness of the event was the positive informal feedback received from delegates and that an enquiry was received subsequent to the focus group about the possibility of setting up an employee ethnic minority forum.	The running of the focus group is an indication that the Council is seeking to find out about the employment experience of ethnic minority employees with a view to making improvements. It is planned to use the information to improve recruitment and retention of ethnic minority employees.	The information gathered from the focus group will be used to inform the action plan of the HR Race Equality Group.	HR Race equality group.
4	Ran a stall on employment diversity and equality at the Aberdeen Learning Festival along with a workshop on same.	A short questionnaire survey was attached to a quiz handed out to delegates at the event from which feedback was received with regard to what they thought of the stall.	Having a presence at the festival provided an opportunity to promote diversity and employment to a targeted audience of teachers and educationalists indicating that efforts are being made to seek coverage of the diversity and equality message to the entire organisation.	Consideration will be given to attending this event in future years.	Team Leader – Policy and Performance in HR

4	A 'No bystanders' video clip was placed on the Intranet for employees to view, showing scenarios of bullying behavior and with a message that where employees witness any such behavior they should not be a bystander and instead should act and report the matter.	A questionnaire survey was attached to the Intranet message for employees to provide feedback on the video clip with a number of comments received. This indicated that some employees had viewed the clip and had found it thought and had made an impact on them.	The placing of the clip on the Intranet was a follow up to the 'no bystanders' event that was run in 2014 and was a reminder to employees of the importance of not being a 'bystander' were they to witness bullying, harassment or unacceptable behavior in the workplace.	Consideration will be given to other measures to relay the no bystanders' message in future.	HR LGBT+ equality group.
4	Retained the two ticks positive about disabled accreditation.	Any feedback received from disabled employees or their managers about the employment experience of disabled staff will continue to be monitored with any issues of concern looked into. The same will be done in respect of disabled job applicants.	By continuing to meet the criteria for the accreditation, this is an indication that the Council is providing equality of opportunity to its disabled employees and applying measures to help ensure that they are treated fairly in the workplace.	Arrangements will continue in place to help ensure that the requirements of the accreditation continue to be met, with the assessment undertaken annually.	Policy and Performance Team in HR.
4	Prepared a set of guidance	The measurement of the effectiveness of the guidance can	The introduction of this guidance which summarises	The guidance will be kept under review	Policy and Performance

	<p>called 'Supporting Carers in the Workplace' for managers and employees detailing the various provisions in the Council available to employees who are carers to assist them to remain in the organisation and at the same time undertake their caring role out with work.</p>	<p>be undertaken through monitoring the take up of the provisions by employees with a caring role and also through any informal feedback received on the guidance.</p>	<p>the range of provisions for carers is an indication that the Council is providing all reasonable assistance to employees with a caring responsibility to remain in the employment of the organisation.</p>	<p>by HR on the normal 3 yearly cycle. Any feedback received on its content will be considered as part of any future review.</p>	<p>Team in HR.</p>
4	<p>Organised an event for Council employees to recognise International Day Against Homophobia (Idaho) Day. This is an annual landmark to draw attention of decision makers, the media, the public, opinion leaders and local</p>	<p>The level of attendance on the day indicated that there was a demand and interest from LGBT+ employees (and others) for this type of event.</p>	<p>The running of the event is an indication that the Council is taking measures to engage with and support its LGBT+ employees and raise the profile of issues relevant to this group.</p>	<p>Consideration will be given to the running of a similar event in future years.</p>	<p>HR LGBT+ equality group.</p>

	authorities to the situation faced by lesbian, gay, bisexual, transgender and intersex people in relation to violence and discrimination.				
4	Prepared guidance on Shared Parental Leave to comply with new legislation.	An indication of the effectiveness of the guidance will be the take up of the provision by employees and also any feedback received on the content of the guidance.	This guidance will help ensure that the Council is legally compliant in relation to this family friendly provision which should be of benefit to employees, with the provision helping to enable the sharing of care of a baby by both parents.	The effectiveness of the guidance will be monitored going forward and any necessary changes will be considered at the next review.	Policy and Performance Team in HR.
4	Compiled a Diversity and Equality leaflet detailing the Council's equality outcomes, expected behaviours, benefits of a diverse workforce as well as the main features of the Equality Act, which	Informal feedback received on the leaflet was positive in that it provided concise details on the main aspects of employment equality and diversity.	The compilation and distribution of the leaflet is an indication that the Council is making efforts to raise awareness of diversity and equality in employment amongst the workforce.	The leaflets printed will be used on an ongoing basis through their distribution at future events promoting diversity and equality.	Equality groups in HR.

	was distributed to all employees.				
4	Put in place an equality and diversity 'Pit Stop' training session, a short 1 hour participative course comprising the showing of a DVD of equality scenarios covering discrimination and harassment followed by group discussion on each.	At the end of each 'Pit Stop' session delegates are asked to complete an evaluation questionnaire in order to rate the content of the course. From this an indication of its effectiveness can be gained.	The putting in place of this session, which has been designed as being short so that managers and employees can more easily access it, should help to raise awareness and understanding of diversity and equality across the organisation and is an indication that the Council is using a variety of methods to achieve this aim.	It is planned to run a number of these sessions each year and to make use of the Pit Stop session at other forums, to try to get as many employees to attend as possible.	OD section in HR
4	Participation in the Local Government Benchmarking Forum, a group comprising eight Councils, involving the sharing of employment equality and diversity statistics and	Through participation of this group it is hoped that ideas can be identified for additional employment equality and diversity initiatives that can be considered for implementation in this council. If this is the case it should help to further	By participating in this forum, this is an indication that the Council wishes to be involved in the benchmarking of good practices in relation to diversity and equality in employment, with a view to sharing ideas with other local authorities, so that diversity	The forum is to be ongoing and it is intended that the Council will be a permanent member of the group.	Policy and Performance Team in HR.

	good practice initiatives.	develop the equality and diversity agenda in the organisation.	and equality in employment is improved in all the organisations.		
4	Put in place monitoring of harassment cases by protected characteristic.	The figures will be looked at periodically to identify if any bullying and harassment cases are based on an employee's protected characteristic. This will act as one indication of 'organisational employee relations health' and whether the behaviours expected of employees are being adhered to.	This is an indication that the Council is seeking to monitor not only discipline and grievance cases by protected characteristic but also bullying and harassment cases, to identify if there are any trends or causes for concern that may need to be further looked into.	The figures will be monitored on an ongoing basis along with discipline and grievance cases.	Policy and Performance Team in HR.
4	The Council underwent its annual review of the Stonewall workplace equality index and obtained a revised score plus feedback.	The score on the index is identified through answering various questions on the Stonewall questionnaire to identify the extent to which the Council is an LGBT+ friendly employer. This is undertaken annually with the scores obtained compared from year to year to measure any progress.	This is an indication that the Council is working towards becoming an LGBT+ friendly employer, with the aim being to increase the score on the index year on year. The score in 2015 was 60. The Council's ranking in 2014 was 259 and in 2015 was 251, an increase of 8 places over the two years.	Ongoing – the feedback received will be used to help inform the LGBT+ employment equality agenda for the coming year.	HR LGBT+ equality group
4	Undertook an interview with	Snapshots of the interview,	This is an indication that the	Consideration will be given to	HR Gender group.

	<p>Chief Executive of the Council in order to gather information from a gender perspective on her career path in reaching a senior position.</p>	<p>comprising various quotes, were placed on the Gender Equality page on the Intranet for employees to view. By posting these details of the interview and making this available to employees to view, this may help to inspire those with career ambition and potential to aim for senior posts in the future through for example applying for the Council's 'Aspire' programme. This it is hoped will contribute towards achieving a gender balance in senior management posts going forward.</p>	<p>Council is interested in identifying senior management role models in the organisation and asking them to report on their career path and views on equality and diversity in the workplace.</p>	<p>interviewing other senior managers in future with a view to obtaining details of their career paths and views on equality in the workplace.</p>	
4	<p>Guidance put in place on working with and managing employees who are on the autistic spectrum.</p>	<p>Any feedback received from managers who make use of the guidance will be monitored to identify if it is proving to be useful.</p>	<p>The publishing of this guidance note is an indication that the Council provides information to managers in order that they can provide support to autistic employees thus assisting them to remain in employment and hopefully achieve their potential.</p>	<p>Consideration will be given to placing other guidance related to specific disabilities on the Intranet or posting links where appropriate.</p>	<p>HR Disability group.</p>

4	Provided the HR teams with a toolkit produced by the Migraine Trust giving guidance on supporting employees who suffer from migraines.	The availability of this toolkit should help with the management and support of employees who suffer from migraines. An indication of its effectiveness would be the retention of employees suffering migraines, with any sickness absence kept to a minimum through supportive interventions.	By making available this toolkit to assist with the management of employees who suffer migraines is an indication that the Council provides support to employees with this disability to help them remain in the employment of the organisation and hopefully achieve their potential.	Consideration will be given to sourcing and making available other toolkits/guidance related to specific disabilities to the HR teams and managers.	HR Disability group.
4	Set up new performance indicator (PI) comprising an age, gender and disability profile.	The use of this PI will augment what is gathered for the equality Mainstreaming Report and will help raise the profile of the employment diversity and equality agenda in the organisation through the figures being presented to Committee in a PIs report for use in decision making and informing the workforce plan.	Although this information is already included in the Equality Mainstreaming Report, the putting in place of this PI, comprising employment equality information should help to increase the profile of diversity and equality metrics in the organisation.	The figures for the PI will be gathered annually on an ongoing basis.	Resourcing Team in HR.

Equality Initiatives 2016

Employment Equality Initiatives undertaken in 2016

Equality Outcomes	Output and activities	Indicators	Performance Evidence	Next steps	Responsible Officer/ Service
4 – ‘Aberdeen City Council a fair employer’	Attended various recruitment fairs related to young people including the North of Scotland Graduate Recruitment Fair and the Moving on Apprentice event.	An indication of success will be whether the numbers of applications from young people increases in the future.	Attendance at these events is an indication that the Council is seeking to attract more young people to apply for its job vacancies with a view to increasing the numbers in the organisation and help address any underrepresentation.	Consideration will be given to attending similar events in future years.	Equality groups in HR.
4	Compiled a Young People’s Employment Strategy containing various objectives with a set of actions against each.	An indication of success of the strategy will be the meeting of the objectives in the document and gradually increasing the number of young people recruited and retained by the Council.	Having a strategy in place is an indication that the Council is taking positive steps to promote the employment of young people to help ensure that there is a balance in the age profile in the organisation.	The objectives in the strategy will now be pursued in the coming period.	HR Age group.
	Signed up to seek the Investors in Young People accreditation (linked to the Young People’s Employment	An indicator of success will be the attainment of the accreditation and an increase in the years ahead of the number of	By attaining the accreditation this will be an indication that the Council is providing equality of opportunity in relation to young people and applying measures to help ensure that they	Once the outcome of the assessment is known, this will determine the next steps.	Various including Policy and Performance Team in HR.

	Strategy), with the assessment having been undertaken.	young people employed by the organisation.	are treated fairly in the workplace.		
4	Attended the Aberdeen Learning Festival 2016 with a stall to promote employment equality and diversity.	The informal feedback gathered from those who visited the stall was that it had raised awareness of diversity and equality in employment.	Having a presence at the festival provided an opportunity to promote diversity and equality in employment to a targeted audience indicating that efforts are being made to communicate with the harder to reach groups in the organisation.	Plans are currently being made to attend this event in 2017 with the intention to run a workshop in addition to having a stall.	Equality groups in HR.
4	Designed and implemented a new e-Induction course for new starts, which has embedded within it key employment equality messages.	Delegates of the e-induction course are invited to assess the content following completion. Any feedback provided in relation to the new equality messages will be monitored.	This is an indication that the Council is raising the profile of employment equality and diversity in the organisation so that new starts understand the organisational culture and demonstrate the behaviours expected of them from the outset.	The content of the course will be kept under ongoing review.	OD Section in HR.
4	Put in place two new on-line modules on employment diversity and equality due to a change in service provider, with improved content.	Feedback from on-line questionnaires from users of the new modules will be used to assess their effectiveness.	The introduction of these two new on-line modules is an indication that the Council is seeking to make improvements in the training materials it uses to promote diversity and equality in the organisation.	It is currently being proposed to make the undertaking of the module compulsory for the first four tiers of management.	OD Section in HR.
4	Put in place proforma to record	An indication of the effectiveness	The introduction of this form (to complement the guidance) should	The completed forms will be used as a	HR Disability

	Reasonable Adjustments.	of the form will be feedback from managers and employees on the benefits of recording this information in a structured and more formal way.	assist managers to focus on what adjustments could be put in place for disabled employees including recording the reason for implementation indicating that the Council is adhering to its legal duty under the Equality Act.	record of what adjustments have been put in place and the reasons why.	group.
4	Commenced work towards gaining the first level of the Carer's accreditation which has comprised undertaking a Council wide survey of carers in the organisation.	An indicator of success will be the attainment of the first level of the accreditation and an increase in the numbers of employees making use of the supporting provisions for carers. Feedback from the survey will be used to gauge current provision.	By attaining the accreditation this will be an indication that the Council is applying good practices in relation to its employees who have a caring role, with one of the aims being to assist with the retention of employees.	This work will be ongoing until the accreditation is achieved.	HR Disability group.
	Introduced a Disability Leave provision in the Council's Special Leave policy and compiled a set of guidance on Disability	An indicator of the effectiveness of the provision and the guidance will be in the take up of disability leave with this to be monitored	The implementation of this provision and guidance is an indication that the Council is providing equality of opportunity to its disabled employees and taking account of their possible need for occasional time off for	The level of usage of the provision will be monitored. A review of the provision and guidance will be undertaken in future at the appropriate	Policy and Performance Team in HR.

	Leave.	through the Council's Your HR system.	a reason related to their disability.	junction.	
4	Compiled guidance entitled Transgender Equality and Transitioning in the Workplace, to replace existing guidance.	An indication of the effectiveness of the guidance will be through receipt of any feedback from employees/managers on its content.	The introduction of the revised guidance demonstrates to employees that the Council is applying up-to-date practice in relation to transgender employees and applicants.	A review of the guidance will be undertaken in future at the appropriate junction.	Policy and Performance Team in HR.
4	Stonewall submission and outcome	An indicator of the progress the Council is making will be whether a higher score is achieved in relation to the Index and whether the organisation moves up the rank order.	This is an indication that the Council is continuing to work towards improving equality and diversity in relation to its LGBT+ employees with the aim being to increase the score on the Index and placing in the rank order each year.	Once the outcome of the submission is known, this will determine the next steps.	HR LGBT+ group.
4	Set up multi faith room in the Council's headquarters building for employees to use for prayer and contemplation.	Some feedback has been provided by users of the room indicating that it is meeting a demand from employees for such a facility. Regular usage of the room will serve as an indication of its effectiveness.	The setting up of a multi faith room is an indication that the Council is seeking to support employees who have prayer and contemplation needs.	The level of usage of the room will continue to be monitored with any suggested improvements considered.	HR Religion and belief group.

4	As part of Mental Health Awareness Week a posting was placed on the Intranet to let Council employees know about the events.	An indication of the effectiveness of the posting was the number of employees who decided to participate in the events organised that week.	The posting is an indication that the Council wishes to assist its employees who have mental health issues by making them aware that it is a supportive employer and by signposting them to services where assistance may be sought.	No further steps planned.	N/A
4	Undertook a mental health awareness training session.	At the end of the session delegates were asked to complete an evaluation questionnaire to rate the content of the course. From this an indication of its effectiveness was obtained.	The running of this course is an indication that the Council is adding to its suite of equalities training to include more specialised topics with this session being of potential benefit to line managers and also employees with a mental health disability	This session will now comprise part of the annual programme of training.	Health and Safety section.
4	Undertook an employee health fair at the Council's headquarters site which included a stall run by a leading mental health support organisation.	An indicator of the success of the event was the positive feedback received from attendees.	The running of this event is evidence that the Council is promoting health and wellbeing in the workplace, including mental health. It is also an indication that it wishes to support employees who may have a mental health disability.	It is planned that this becomes an annual event with the intention to expand it to cover other topics such as Autism.	Health and Safety Section.
4	Ran an equality and diversity stall at a workforce planning event	An indication of the effectiveness of the stall was obtained from	Attendance at this event is an indication that the Council is aiming to spread the diversity and equality	Consideration will be given to attending this event in future but using an	Equality groups in HR.

	in Roads Services in the Council to promote employment equality and diversity, with a leaflet having been e-mailed to all managers after the event to back up the messages given on the stall.	the organiser of the event who was appreciative of the HR presence. No feedback was available from participants.	message to a group of employees who are typically hard to reach due to the nature of the work they undertake.	alternative method to deliver equality and diversity messages.	
4	A revision of the management behaviours was undertaken with the inclusion of an indicator under 'respect' of 'champions equal opportunities and diversity'. This will be used in the Performance Review and Development (PR&D) scheme when assessing managers.	An indicator of the effectiveness of this measure would be managers being scored as at least 'meeting requirements' under the 'respect' behaviour at their annual PR&D meeting.	The inclusion of this new indicator is evidence that the Council is raising the profile of equality and diversity in relation to the PR&D scheme which should help to remind managers of the importance of promoting diversity and equality as part of their day to day role.	No further steps planned.	N/A
4	A leadership and management framework was compiled	An indicator of effectiveness of this along with other general	The inclusion of a criterion on equality and diversity on the framework under the 'all managers' column,	No further steps planned.	N/A

	indicating what is expected of a manager which includes a bullet point 'promotes equality and diversity'.	equality initiatives will be in the progress made in meeting the general and specific duties under the Equality Act including addressing any underrepresentation in protected characteristic groups.	is an indication that the Council is raising the profile of equality and diversity in the organisation so that managers are mindful of their responsibilities in this regard.		
4	Attained the Disability Confident Employer accreditation (which replaced the two ticks Positive About Disabled Scheme).	An indicator of success will be in retaining the accreditation next year and then in working towards and achieving the higher level of accreditation of 'Disability Leader'. It will also be in increasing the numbers of disabled employees in the organisation.	By attaining this accreditation (which is the middle level) this is an indication that the Council is continuing to provide equality of opportunity in relation to disabled employees and applicants by applying measures to help ensure that they are treated fairly in relation to employment matters.	Steps to be taken to start to work towards the Disability Leader level of the accreditation.	HR Disability group.
4	A revised workforce plan was compiled for the next 5 years which included a section on aims in relation to equality and diversity in	An indicator of the effectiveness of the plan will be in the progress made in meeting the general and specific duties under the	The inclusion of a section in the plan on equality and diversity is an indication that the Council has equality and diversity as a key part of its workforce strategy helping to demonstrate that it is	Implementation of the plan will be monitored on an ongoing basis.	Senior management in the HR service.

	employment.	Equality Act including addressing any underrepresentation in protected characteristic groups.	being mainstreamed.		
4	Undertook a series of events in relation to Anti-Bullying Week including events specific to the protected characteristics of sexual orientation and transgender.	An indicator of the success of the events was the positive feedback received from delegates in particular from those who attended the LGBT+ event and the transgender event.	The running of these events is an indication that the Council wishes to re-inforce its anti-bullying culture, highlighting that bullying and harassment in the organisation is not tolerated and encouraging employees to report any instances of unacceptable behaviour in accordance with the policy/procedure.	Arrangements are to be made to plan a series of events for Anti-Bullying Week in 2017.	Equality groups in HR.
4	The message on the Council's recruitment system in relation to the 'guaranteed interview scheme' was made clearer by more fully clarifying the definition of disability under the Equality Act.	An indicator of effectiveness of this measure will be that job applicants are clearer on what constitutes a disability meaning that only those with a disability under the Act benefit from the 'guaranteed interview scheme' where they meet the criteria for a	Making this wording clearer is an indication that the Council is concerned to help ensure that only those job applicants with a disability under the Act benefit from the 'guaranteed interview scheme', which should help to contribute to providing equality of opportunity to disabled applicants.	The Council will continue to monitor the situation to try to ensure that only disabled applicants who meet the job criteria make use of the scheme.	Equality groups in HR.

		job.			
4	Put in place a 'Pit Stop' training session on the subject of 'unconscious biases, a short one hour participative course.	At the end of each session delegates are asked to complete an evaluation questionnaire to rate the content of the course. From this an indication of its effectiveness can be obtained.	The setting up of this course is an indication that the Council is adding to its suite of equalities training to include more specialised topics such as 'unconscious biases'.	This session will be run and be available on an ongoing basis.	OD Section in HR/ the HR equality groups.
4	Distributed a set of employment equality posters around all schools in the city to be placed on staff room noticeboards as an awareness raising measure.	An indication of the effectiveness of the posters will be through receipt of any feedback on them from employees/managers in the schools.	The distribution of posters to schools is an indication that the Council is taking steps to raise awareness of employment equality and diversity in the harder to reach parts of the organisation.	Consideration will be given to undertaking further targeted poster campaigns in other parts of the Council.	Equality groups in HR.
4	Put in place a revised career break policy to replace the Council's existing policy, with one of the changes being a shortening of the service to qualify and hence opening it up to more	An indication of the effectiveness of the revised policy would be reflected in the take up of employees making use of the policy and also through any feedback received on it	The implementation of the revised policy, which is now available to more employees due to the changes, is an indication that the Council wishes to improve its suite of family friendly policies available to its employees to provide them with more	A review of the policy will be undertaken in future at the appropriate juncture.	Policy and Performance Team in HR.

	employees.	from employees/managers.	flexibility.		
4	An employment equality and diversity stall has been incorporated into the manager's induction/networking event held approximately four times a year.	An indication of the effectiveness of the stall will be obtained from any feedback offered by delegates at the event through the evaluation questionnaire issued.	This is an indication that the Council is aiming to raise the profile of equality and diversity amongst its managers to help ensure that they are aware of their responsibilities from the outset of their employment.	This will be an ongoing arrangement with approximately four events held per annum.	Equality groups in HR.
4	Undertook the annual gender pay audit to identify whether there were any gaps in relation to either basic pay or total pay.	An indication of the effectiveness of the audit is in highlighting any areas of concern in order that these can be examined in more detail and addressed where possible.	This is an indication that the Council is closely monitoring any pay gaps and attempting to identify measures to close gaps where possible, with there being a minimal gap in relation to basic pay but more significant gaps in relation to total pay where allowances are reckoned.	Any pay gaps identified will be discussed in the Gender group in HR to identify any future actions to address these.	HR Gender group.
4	Undertook a number of equality and diversity briefing	An indicator of the success of the briefings was the positive	This is an indication that the Council is responding to requests from Services to provide briefing	Consideration will be given to identifying other Services where similar	HR Business Partner teams.

	<p>sessions for supervisors and chargehands in Grounds Services following a request from the Service management for this type of training.</p>	<p>feedback received from delegates.</p>	<p>sessions on equality and diversity, with the aim of the sessions having been to raise awareness of this amongst first line managers in a particular service.</p>	<p>briefings could be undertaken.</p>	
4	<p>Arranged for 'Project Search' interns (who are part of a University of Aberdeen program for young people with additional support needs such as autism) to come to the Council's headquarters to undertake workshops on job application and interview skills. Also arranged for them to have discussions with managers on Council jobs and work placement opportunities.</p>	<p>An indication of the effectiveness of the events would be Project Search interns being successful in securing work placements or posts with the Council or other employers.</p>	<p>This indication that the Council is making efforts to encourage young people with additional support needs / learning disabilities / autism etc. to apply for Council work placements and jobs. It is also giving them the skills to potentially succeed in recruitment and selection processes. At the same time it is making managers aware of 'Project Search' and the additional needs / support of future candidates and staff.</p>	<p>Will consider at continued work with 'Project Search' and Aberdeen University in the future.</p>	<p>HR Disability Group.</p>

ACC and Education Authority Equal Pay Policy Statement

Aberdeen City Council Equal Pay Policy Statement

Aberdeen City Council is fully committed to maintaining equal pay and rewarding employees fairly for the work they do irrespective of their gender, age, ethnic origin, disability or any other protected characteristic. In order to show that we are achieving that aim we will carry out an Equal Pay Audit annually and share the outcome of those audits with the relevant trades unions.

Our objective on equal pay is to achieve and maintain pay equality within the Aberdeen City Council workforce.

In the event that the Equal Pay Audit highlights pay inequality we commit to investigate any issues and take action to close any pay gap where that is appropriate and compliant with National Agreements. We will continue to operate the agreed job evaluation schemes for the staff concerned. We will also continue to develop and enhance flexible working opportunities for our employees.

We will review carefully 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.

The Head of HR and Customer Service is responsible for the implementation of this policy.

The Human Resources service of Aberdeen City Council has responsibility for the HR functions of the Council and the Education Authority. Therefore, the Equal Pay Policy Statement above also applies to the Education Authority.

ACC and Education Authority Gender Pay Gap

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 £14.8485 ph and women's average hourly pay (excluding overtime) which is £14.9530 ph.

The current gender pay gap for all Council employees is -0.70% (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 -2.66% reported in the Mainstreaming Report of 2015 indicating a slight decrease in the gap (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 £20.8926 ph and women's average hourly pay (excluding overtime) which is £16.5712 ph.

The current gender pay gap for Education employees in this council is 20.68% (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 the higher proportion of male employees in the upper salary bands for Education Authority employees and 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 19.35% reported in the Mainstreaming Report of 2015.

The gender pay gap of 20.68% is clearly significant. Senior management within the directorate will be made aware of the gap and relevant parties will become involved in identifying and implementing measures to aim to start to close it. Further analysis of recruitment and selection statistics will also be undertaken to determine whether there is evidence of any issue in relation to the selection for senior posts.

ACC and Education Authority Occupational Segregation

Occupational Segregation by Salary Band – All Employees

Salary Band (Full Time Equivalent)	No of Employees	Gender		Ethnicity			Disability		
		Female (%)	Male (%)	Minority (%)	White (%)	No Data (%)	Yes (%)	No (%)	No Data (%)
0-15,000	20	10	90	0	75	25	20	45	35
15,001-20,000	2071	68	32	2	73	24	4	61	35
20,001-25,000	2009	64	36	2	78	19	3	68	29
25,001-30,000	1058	73	27	1	80	18	3	70	28
30,001-35,000	743	75	25	2	73	25	2	53	44
35,001-40,000	1579	78	22	2	77	22	3	65	32
40,001-45,000	401	64	36	0	85	14	2	77	20
45,001-50,000	333	68	32	2	85	13	2	78	20
50,001-55,000	196	60	40	0	91	9	1	86	13
55,001-60,000	44	57	43	0	86	14	0	80	20
60,001-75,500	28	68	32	0	82	18	0	79	21
>75,500	19	21	79	0	42	58	0	37	63

Comment

Gender

From the above table it is the case 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 2016 was 68.8% to 31.2%.

Ethnicity

From the above table it is the case that there is no ethnic minority representation in the upper salary bands. However, these bands are the least populated and so this may not be statistically significant. It should be noted that in 2016 21.6% of the workforce opted not to declare their ethnicity.

The proportion of employees in the workforce who declared as ethnic minority and those who declared as white in 2016 was 2.2% and 76.3% respectively.

Disability

From the above table it is the case that there is no disabled representation in the upper salary bands. However, these bands are the least populated and so this may not be statistically significant. It should be noted that in 2016 31.8% of the workforce opted not to declare whether they had a disability.

The proportion of employees in the workforce who declared as disabled and those who declared as non-disabled in 2016 was 2.9% and 65.3 respectively.

Occupational Segregation by Occupational Group – All Employees

Group	No of Employees	Gender		Ethnicity			Disability		
		Female (%)	Male (%)	Minority (%)	White (%)	No Data (%)	Yes (%)	No (%)	No Data
Administrative	1112	84	16	3	77	20	4	63	33
Chief Officer	21	19	81	0	43	57	0	38	62
Craft Worker	350	0	100	0	68	32	3	55	43
Managerial	528	47	53	1	88	11	3	80	16
Personal Care	601	92	8	2	78	20	3	67	30
Practical	2277	66	34	2	80	18	3	70	27
Professions	681	73	27	3	77	20	3	64	32
Specialists	755	61	39	4	75	21	5	61	34
Teachers and related professionals	2001	82	18	1	74	25	2	63	35
Technical	175	38	62	2	84	14	5	68	27

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 HR 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

Gender

From the above table it is the case that there is a lower proportion of females in the Chief Officer, Managerial, Technical and Craft Worker categories compared to the proportion of females in the workforce (with there being no female Craft Workers). Also, there is a lower proportion of males in the Teachers and related professionals, Administrative and Personal Care categories compared to the proportion of males in the workforce.

The proportion of females to males in the workforce in 2016 was 68.8% to 31.2%

Ethnicity

From the above table it is the case that there is no ethnic minority representation in the Chief Officer and Craft Worker categories. It should be noted that the Chief Officer category comprises a small number of employees so this may not be statistically significant. In 2016 21.6% of the workforce opted not to declare their ethnicity.

The proportion of employees in the workforce who declared as ethnic minority and those who declared as white in 2016 was 2.2% and 76.3% respectively.

Disability

From the above table it is the case that there is no disabled representation in the Chief Officer category. It should be noted that the Chief Officer category comprises a small number of employees so this may not be statistically significant. In 2016 31.8% of the workforce opted not to declare whether they had a disability.

The proportion of employees in the workforce who declared as disabled and those who declared as non-disabled in 2016 was 2.9% and 65.3% respectively.

Occupational Segregation

Occupational Segregation by Salary Band – Education

Salary Band (Full Time Equivalent)	No of Employees	Gender		Ethnicity			Disability		
		Female (%)	Male (%)	Minority (%)	White (%)	No Data (%)	Yes (%)	No (%)	No Data (%)
15,001-20,000	419	96	4	2	78	20	2	67	31
20,001-25,000	722	95	5	2	80	18	2	72	26
25,001-30,000	493	87	13	1	80	19	3	72	25
30,001-35,000	349	85	15	1	68	32	1	43	56
35,001-40,000	981	83	17	1	74	24	2	66	32
40,001-45,000	167	77	23	0	89	11	2	78	20
45,001-50,000	180	75	25	2	84	14	0	80	20
50,001-55,000	98	70	30	0	86	14	0	82	18
55,001-60,000	25	76	24	0	80	20	0	72	28
60,001-75,500	21	67	33	0	86	14	0	81	19

Comment

Gender

From the above table it is the case that there is a lower proportion of females in the upper salary bands compared to the proportion of females in the workforce.

The proportion of females to males in the Education workforce in 2016 was 85.5% to 14.5%.

Ethnicity

From the above table it is the case that there is no ethnic minority representation in the upper salary bands. However, these bands are the least populated and so this may not be statistically significant. It should be noted that in 2016 21.3% of the Education workforce opted not to declare their ethnicity.

The proportion of employees in the Education workforce who declared as ethnic minority and those who declared as white in 2016 was 1.4% and 77.3% respectively.

Disability

From the above table it is the case that there is no disabled representation in the upper salary bands. However, these bands are the least populated and so this may not be statistically significant. It should be noted that in 2016 31.1% of the Education workforce opted not to declare whether they had a disability.

The proportion of employees in the Education workforce who declared as disabled and those who declared as non-disabled in 2016 was 1.9% and 67.0% respectively.

Occupational Segregation by Occupational Group – Education

Group	No of Employees	Gender		Ethnicity			Disability		
		Female (%)	Male (%)	Minority (%)	White (%)	No Data (%)	Yes (%)	No (%)	No Data (%)
Administrative	269	96	4	1	79	19	4	69	28
Education Advisers	26	69	31	0	69	31	0	69	31
Managerial	24	67	33	4	75	21	0	83	17
Music Instructors	37	54	46	0	92	8	0	92	8
Personal Care	322	98	2	1	82	17	2	78	20
Practical	737	97	3	2	84	14	1	78	21
Professions	26	85	15	4	88	8	0	85	15
Education Psychologists	17	88	12	0	65	35	0	53	47
Specialists	113	74	26	4	75	21	7	62	31
Teachers	1818	82	18	1	74	25	1	65	33
Technical	66	58	42	0	94	6	3	74	23

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

Gender

From the above table it is the case that there is a lower proportion of females in the Managerial, Education Advisers, Music Instructors, Specialist 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 and Practical categories, compared to the proportion of males in the Education workforce.

The proportion of females to males in the Education workforce in 2016 was 85.5% to 14.5%

Ethnicity

From the above table it is the case that there is no ethnic minority representation in the Education Advisers, Music Instructors, Education Psychologist and Technical categories. This may not be statistically significant as the numbers of employees in these groups is relatively low. It should be noted that in 2016 21.3% of the workforce opted not to declare their ethnicity.

The proportion of employees in the Education workforce who declared as ethnic minority and those who declared as white in 2016 was 1.4% and 77.3% respectively.

Disability

From the above table it is the case that there is no disabled representation in the Educational Advisers, Managerial, Music Instructors, Professions and Education Psychologists categories. This may not be statistically significant as the numbers of employees in these groups is relatively low. It should be noted that in 2016 31.1% of the workforce opted not to declare whether they had a disability.

The proportion of employees in the Education workforce who declared as disabled and those who declared as non-disabled in 2016 was 1.9% and 67.0% respectively.