

Equality Mainstreaming Report 2023 and the Equal Pay Statement 2023

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1.0 Introduction

1.1 Strategic fit

Inverclyde Council believes in, and is committed to, the principle of equality of opportunity. The Council recognises its responsibilities as a community leader, service provider and employer to encourage the fair treatment of all individuals and to tackle social exclusion and inequality. It also recognises the benefits this brings to the community, the Council and its employees.

The vision for the Inverclyde area is *Getting it right for every child, citizen and community*. This means that the Council and its Partners will work together to create a confident, inclusive Inverclyde with safe and sustainable, healthy, nurtured communities, and a thriving, prosperous economy, with active citizens who are resilient, respected and responsible and able to make a positive contribution to the area.

Community planning brings all the public sector Partners in an area together to plan and co-ordinate action and resources to improve outcomes for local people. The Inverclyde Alliance is the Community Planning Partnership for the local area. The Local Outcomes Improvement Plan (LOIP) 2017/22 sets out the Outcomes that Community Planning Partners will seek to improve. The LOIP does not cover everything that is being delivered in Inverclyde but focuses on four key Priorities:

1. **Population:** Inverclyde's population will be stable and sustainable with an appropriate balance of socio-economic groups that is conducive to local economic prosperity and longer term population growth.
2. **Inequalities:** There will be low levels of poverty and deprivation and the gap between the richest and poorest members of our communities will be reduced.
3. **Environment, culture and heritage:** Inverclyde's environment, culture and heritage will be protected and enhanced to create a better place for all Inverclyde residents and an attractive place in which to live, work and visit.
4. **The local economy:** Inverclyde has a thriving and diverse local economy, economic activity is increased and skills development enables both those in work and those furthest from the labour market to realise their full potential.

There are also a number of Wellbeing Indicators that the Inverclyde Alliance has adopted:

1. **Safe:** Protected from abuse, neglect or harm and supported when at risk. Enabled to understand and take responsibility for actions and choices. Having access to a safe environment to live and learn in.
2. **Healthy:** Achieve high standards of physical and mental health and equality of access to suitable health care and protection, while being supported and encouraged to make healthy and safe choices.
3. **Achieving:** Being supported and guided in lifelong learning. Having opportunities for the development of skills and knowledge to gain the highest standards of achievement in educational establishments, work, leisure or the community.
4. **Active:** Having opportunities to take part in activities and experiences in educational establishments and the community, which contribute to a healthy life, growth and development.
5. **Respected and Responsible:** Respected and share responsibilities. Citizens are involved in decision-making and play an active role in improving the community.
6. **Included:** Overcoming social, educational, health and economic inequalities and being valued as part of the community.

The delivery of Outcomes across the Council should also take into consideration how they impact on the delivery of the Wellbeing Indicators.

1.2 Governance

The Corporate Equalities Group (CEG) is chaired by the Corporate Director - Education, Communities and Organisational Development, and its role is to progress and reinforce the Council's commitment to equalities across all Council Services and, in doing so, ensure the Council meets its legislative requirements, as outlined in The Equality Act 2010.

The purpose of the CEG is to:

- establish a robust performance and planning framework for equalities;
- devise, monitor and report progress on the Council's Corporate Equality Outcomes and the Education Equality Outcomes;
- facilitate support for staff directly involved in delivering the Equality Outcomes;
- offer the relevant Council Services an opportunity to showcase improvement actions that relate directly to one or more of the Protected Characteristics;
- engage with stakeholders on equalities issues;
- share information with the Council's Staff Disability Forum; and
- provide corporate governance and scrutiny on relevant Council improvement plans.

2.0 Employee Profile

2.1 Employee Profile – Head count information

For the purposes of this Report, the head count represents each unique individual who works for Inverclyde Council. Some employees have more than one job at the Council, therefore, the head count figures used here, and for the breakdown of Protected Characteristics, may be less than other figures which express the number of jobs at the Council. Additionally, it should be noted that, where data in this Appendix is the equivalent of five or less, the information has been suppressed to protect the identity of current, historical and potential employees.

2.2 Employee Profile – Sex

Employee Profile – Sex				
All staff	2020/21		2021/22	
	No.	%	No.	%
Male	1,026	22.60	1,051	22.80
Female	3,514	77.40	3,553	77.07
Prefer not to say	0	0.00	6	0.13

What the data tells us: During the last two reporting years, the male/female split of Inverclyde Council's employees was broadly similar: our workforce comprised just under a quarter male employees, with females making up a little over three quarters of our staff. A very small number of our employees (six) chose not to provide information about their Sex.

2.3 Employee Profile – Age

Employee Profile – Age				
All staff	2020/21		2021/22	
	No.	%	No.	%
Age in years				
16-19	15	0.33	39	0.85
20-29	507	11.17	574	12.45
30-39	835	18.39	879	19.07
40-49	1,021	22.49	1,021	22.15
50-59	1,530	33.70	1,471	31.91
60-65	544	11.98	544	11.80
> 65	88	1.94	82	1.78

What the data tells us: Between 2020/21 and 2021/22, we saw an increase in staff aged 29 and under, rising from 522 in 2020/21 to 613 in 2021/22. In both reporting years, the majority of the Council’s employees were aged 50-59 years.

Between 2020/21 and 2021/22, the number of staff aged 60-65 years was identical (544), while the number of our employees who are aged 65 years or over fell very slightly (by six).

When a comparison is made with the age profile of Inverclyde Council’s staff and that of the local population, it is interesting to note that, while the majority of our employees were aged 50-59 years during the last two reporting years, the majority of the local population was aged over 65 years at the time of the Census 2011. The first official report on the Census 2022 is expected in April 2023.

2.4 Employee Profile – Disability

Employee Profile – Disability				
All staff	2020/21		2021/22	
	No.	%	No.	%
Disability	140	3.08	160	3.47
No disability	3,745	82.49	3,839	83.28
Prefer not to answer	241	5.31	221	4.79
Null/Blank	414	9.12	390	8.46

What the data tells us: Between 2020/21 and 2021/22, there was a slight improvement in the disclosure figures around Disability. We saw a fall of 0.66% in the number of people who opted for the *Null/Blank* response when asked if they had a Disability, complemented by a decrease (of 0.52%) in the number of people who preferred not to answer this question. Overall, therefore, the number of employees who provided no information about their Disability status fell by 1.18% between 2020/21 and 2021/22. It should be noted that choosing the *Prefer not to answer* option is preferable to choosing not to respond at all (i.e *Null/Blank*).

2.5 Employee Profile – Ethnicity

Employee Profile – Ethnicity					
All staff		2020/21		2021/22	
		No.	%	No.	%
White					
a.	Scottish	3,565	78.52	3,692	80.09
b.	English	0	0.00	0	0.00
c.	Welsh	0	0.00	0	0.00
d.	Northern Irish	0	0.00	0	0.00
e.	British	146	3.22	126	2.73
f.	Irish	119	2.62	104	2.26
g.	Gypsy/Traveller	0	0.00	0	0.00
h.	Eastern European	6	0.13	≤5	-
i.	Polish	0	0.00	≤5	-
j.	Other British	0	0.00	0	0.00
k.	Other white ethnic group	42	0.93	50	1.08
Mixed or Multiple Ethnic Groups					
a.	Any mixed or multiple ethnic group	≤5	-	8	0.17
Asian, Asian Scottish or Asian British					
a.	Pakistani, Pakistani Scottish or Pakistani British	≤5	-	≤5	-
b.	Indian, Indian Scottish or Indian British	≤5	-	≤5	-
c.	Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0	0.00	0	0.00
d.	Chinese, Chinese Scottish or Chinese British	0	0.00	0	0.00
e.	Other Asian, Asian Scottish or Asian British	0	0.00	0	0.00
African					
a.	African, African Scottish or African British	≤5	-	≤5	-
b.	African Other	0	0.00	≤5	-
Caribbean or Black					
a.	Caribbean, Caribbean Scottish or Caribbean British	0	0.00	≤5	-
b.	Black, Black Scottish or Black British	0	0.00	0	0.00
c.	Other Caribbean or Black	0	0.00	0	0.00
Other Ethnic Group					
a.	Arab	≤5	-	≤5	-
b.	Other	11	0.24	14	0.30
Prefer not to answer		127	2.80	110	2.39
Null/Blank		514	11.32	489	10.61

What the data tells us: Scottish people comprised the majority of staff in both reporting years. Additionally, between 2020/21 and 2021/22, we saw an increase of 127 in the number of Scottish staff employed by the Council.

It is encouraging to note the slight fall in the number of employees who chose to provide no information at all when asked about their Ethnicity (i.e. by choosing the *Null/Blank* response); this figure decreased by 25 – or by 0.71 in percentage terms - between 2020/21 and 2021/22.

2.6 Employee Profile – Sexual Orientation

Employee Profile – Sexual Orientation				
All staff	2020/21		2021/22	
	No.	%	No.	%
Lesbian, Gay or Bisexual	70	1.54	83	1.80
Heterosexual/Straight	2,975	65.53	3,177	68.92
Prefer not to answer	123	2.71	122	2.65
Null/Blank	1,368	30.13	1,225	26.57
Other	≤5	-	≤5	-

What the data tells us: Between 2020/21 and 2021/22, there was a decrease (of 143 or 3.56%) in the number of Council employees who chose to provide no information at all (i.e. by choosing the *Null/Blank* response) when asked about their Sexual Orientation.

2.7 Employee Profile – Religion or Belief

Employee Profile – Religion or Belief				
All staff	2020/21		2021/22	
	No.	%	No.	%
Buddhist	≤5	-	≤5	-
Church of Scotland	778	17.14	781	16.94
Hindu	≤5	-	≤5	-
Humanist	0	0.00	0	0.00
Jewish	≤5	-	≤5	-
None	694	15.29	789	17.11
Muslim	6	0.13	6	0.13
Other Christian	159	3.50	149	3.23
Other Religion	27	0.59	25	0.54
Pagan	≤5	-	≤5	-
Prefer not to answer	165	3.63	171	3.71
Roman Catholic	1,328	29.25	1,410	30.59
Sikh	≤5	-	≤5	-
Null/Blank	1,369	30.15	1,263	27.40

What the data tells us: When staff were asked about their Religion or Belief, the most popular responses were *Church of Scotland* and *Roman Catholic* which, collectively, comprised 46.39% and 47.53% of answers to this question in 2020/21 and 2021/22 respectively.

It is encouraging to note the fall (of 106 or 2.75%) in the number of employees who chose not to disclose any information at all (i.e. by choosing the *Null/Blank* response) when asked about their Religion or Belief.

2.8 Employee Profile – Marriage and Civil Partnership Status

Employee Profile – Marriage and Civil Partnership Status

All staff	2020/21		2021/22	
	No.	%	No.	%
Divorced/Separated	291	6.41	283	6.14
Living with Partner	399	8.79	426	9.24
Married/Civil Partnership	2,221	48.92	2,179	47.27
Single	1,044	23.00	1,179	25.57
Widowed	55	1.21	49	1.06
Prefer not to answer	256	5.64	233	5.05
Null/Blank	274	6.04	261	5.66

What the data tells us: During the last two reporting years, when asked about their Marriage and Civil Partnership Status, there was a slight decrease (of 0.59%) in the number of our staff who chose the *Prefer not to answer* option. This was complemented by a reduction (of 0.38%) in the number of employees who opted for the *Null/Blank* response when they were asked this question in the same reporting periods.

Overall, therefore, the number of employees for whom we have no information about their Marriage and Civil Partnership Status fell by 0.97% between 2020/21 and 2021/22.

3.0 RECRUITMENT

3.1 Recruitment – Sex

Recruitment – Sex 2020/21						
	Applications		Interviews		Appointments	
	No.	%	No.	%	No.	%
Male	2,055	21.26	445	17.64	130	17.40
Female	7,360	76.16	1,920	76.13	565	75.64
Prefer not to answer	37	0.38	9	0.36	≤5	-
Null/Blank	212	2.19	148	5.87	51	6.83

Recruitment – Sex 2021/22						
	Applications		Interviews		Appointments	
	No.	%	No.	%	No.	%
Male	2,469	25.32	697	24.86	271	23.32
Female	7,111	72.92	2,034	72.54	854	73.49
Prefer not to answer	60	0.62	17	0.61	≤5	-
Null/Blank	112	1.15	56	2.00	34	2.93

What the data tells us: During the last two reporting years, the male/female split of prospective Council employees was broadly similar: male applicants comprised around a quarter (21.26% and 25.32% in 2020/21 and 2021/22 respectively), with females making up around three quarters of applicants (76.16% in 2020/21 and 72.92% in 2021/22).

Overall, relatively small numbers of applicants chose not to provide information about their Sex (i.e. by choosing the *Null/Blank* response); the figures were 2.19% and 1.15% in 2020/21 and 2021/22 respectively.

Recruitment – Sex Applications for promoted posts				
	2020/21		2021/22	
	No.	%	No.	%
Male	95	23.51	275	27.25
Female	309	76.49	729	72.25
Prefer not to answer	0	0.00	≤5	-
Null/Blanks	0	0.00	≤5	-

What the data tells us: In terms of applications for promoted posts, the split between male and female employees was comparable with the figures at Table 3.1 i.e. around a quarter were male candidates, while around three quarters of applicants were female.

Recruitment – Sex Successful applications for promoted posts				
	2020/21		2021/22	
	No.	%	No.	%
Male	18	21.69	25	23.15
Female	65	78.31	82	75.93
Prefer not to answer	0	0.00	0	0.00
Null/Blanks	0	0.00	≤5	-

What the data tells us: In terms of those who successfully applied for promoted posts, in both reporting years, male candidates comprised around a quarter of those candidates, with female candidates making up around three quarters.

3.2 Recruitment – Age

Recruitment – Age 2020/21						
Age group in years	Applications		Interviews		Appointments	
	No.	%	No.	%	No.	%
Under 20	105	1.09	12	0.48	0	0.00
20-29	2,852	29.51	679	26.91	187	25.03
30-39	2,550	26.39	667	26.44	187	25.03
40-49	1,738	17.98	482	19.10	167	22.36
50-59	1,490	15.42	426	16.88	119	15.93
60-65	505	5.23	81	3.21	28	3.75
Over 65	143	1.48	17	0.67	≤5	-
Blanks/Unknown	281	2.91	159	6.30	54	7.23

Recruitment – Age 2021/22						
Age group in years	Applications		Interviews		Appointments	
	No.	%	No.	%	No.	%
Under 20	222	2.28	48	1.71	26	2.24
20-29	3,231	33.13	902	32.17	352	30.29
30-39	2,764	28.34	795	28.35	296	25.47
40-49	1,507	15.45	477	17.01	209	17.99
50-59	1,280	13.13	361	12.87	179	15.40
60-65	329	3.37	87	3.10	41	3.53
Over 65	47	0.48	9	0.32	≤5	-
Blanks/Unknown	372	3.81	125	4.46	55	4.73

What the data tells us: Between 2020/21 and 2021/22, the number of applications submitted by people aged 20 and under more than doubled, increasing from 105 to 222. However, this increase did not translate to the appointment stage as, collectively, only 26 people under 20 years of age were offered a post with the Council during the two reporting periods.

In contrast, the number of applicants aged 60-65 fell by 176, while the number of successful applications by people in that age group rose by 13.

3.3 Recruitment – Disability

Recruitment – Disability 2020/21						
	Applications		Interviews		Appointments	
	No.	%	No.	%	No.	%
Disability	397	4.11	136	5.39	24	3.21
No Disability	9,008	93.21	2,231	88.43	670	89.69
Prefer not to answer	56	0.58	10	0.40	≤5	-
Blanks	203	2.10	146	5.79	51	6.83

Recruitment – Disability 2021/22						
	Applications		Interviews		Appointments	
	No.	%	No.	%	No.	%
Disability	289	2.96	92	3.28	30	2.58
No Disability	9,231	94.66	2,613	93.19	1,090	93.80
Prefer not to answer	124	1.27	41	1.46	9	0.77
Blanks	108	1.11	58	2.07	33	2.84

What the data tells us: Between 2020/21 and 2021/22, there was a fall of 108 in the number of Disabled people who applied for a position with the Council; we also saw a decrease (of 44) in the number of candidates who were interviewed. However, in terms of appointments, there was an increase of six in the number of Disabled candidates who were successfully appointed to Council posts.

3.4 Recruitment – Ethnicity

Recruitment – Ethnicity Applications					
		2020/21		2021/22	
		No.	%	No.	%
White					
a.	Scottish	8,420	87.13	8,428	86.42
b.	English	0	0.00	0	0.00
c.	Welsh	0	0.00	0	0.00
d.	Northern Irish	0	0.00	0	0.00
e.	British	0	0.00	0	0.00
f.	Irish	67	0.69	86	0.88
g.	Gypsy/Traveller	≤5	-	0	0.00
h.	Eastern European	33	0.34	≤5	-
i.	Polish	19	0.20	27	0.28
j.	Other British	414	4.28	360	3.69

Recruitment – Ethnicity Applications					
		2020/21		2021/22	
		No.	%	No.	%
k.	Other white ethnic group	131	1.36	249	2.55
Mixed or Multiple Ethnic Groups					
a.	Any mixed or multiple ethnic group	56	0.58	84	0.86
Asian, Asian Scottish or Asian British					
a.	Pakistani, Pakistani Scottish or Pakistani British	35	0.36	46	0.47
b.	Indian, Indian Scottish or Indian British	38	0.39	31	0.32
c.	Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0	0.00	≤5	-
d.	Chinese, Chinese Scottish or Chinese British	21	0.22	19	0.19
e.	Other Asian, Asian Scottish or Asian British	7	0.07	21	0.22
African					
a.	African, African Scottish or African British	11	0.11	7	0.07
b.	African - Other	20	0.21	74	0.76
Caribbean or Black					
a.	Caribbean, Caribbean Scottish or Caribbean British	28	0.29	7	0.07
b.	Black, Black Scottish or Black British	38	0.39	13	0.13
c.	Other Caribbean or Black	≤5	-	≤5	-
Other Ethnic Group					
a.	Arab	9	0.09	≤5	-
b.	Other	0	0.00	10	0.10
Prefer not to answer		71	0.73	129	1.32
Null/Blank		242	2.50	146	1.50

What the data tells us: In both reporting years, the number of Scottish candidates was almost identical (8,420 and 8,428 in 2020/21 and 2021/22 respectively).

We saw an increase of 58 in the number of applicants who chose the *Prefer not to answer* response when asked about their Ethnicity. However, it is encouraging to note the sharp fall (of 96) in the number of people who provided no information at all (i.e. by choosing the *Null/Blank* response) when they were asked this question during the initial stage of the recruitment and selection process.

Recruitment – Ethnicity Interviews					
		2020/21		2021/22	
		No.	%	No.	%
White					
a.	Scottish	2,160	85.61	2,434	86.80
b.	English	0	0.00	0	0.00
c.	Welsh	0	0.00	0	0.00

Recruitment – Ethnicity Interviews					
		2020/21		2021/22	
		No.	%	No.	%
d.	Northern Irish	0	0.00	0	0.00
e.	British	0	0.00	0	0.00
f.	Irish	16	0.63	20	0.71
g.	Gypsy/Traveller	0	0.00	0	0.00
h.	Eastern European	8	0.32	≤5	-
i.	Polish	8	0.32	10	0.36
j.	Other British	93	3.69	100	3.57
k.	Other white ethnic group	21	0.83	55	1.96
Mixed or Multiple Ethnic Groups					
a.	Any mixed or multiple ethnic group	8	0.32	21	0.75
Asian, Asian Scottish or Asian British					
a.	Pakistani, Pakistani Scottish or Pakistani British	8	0.32	13	0.46
b.	Indian, Indian Scottish or Indian British	≤5	-	7	0.25
c.	Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0	0.00	0	0.00
d.	Chinese, Chinese Scottish or Chinese British	≤5	-	≤5	-
e.	Other Asian, Asian Scottish or Asian British	≤5	-	6	0.21
African					
a.	African, African Scottish or African British	≤5	-	≤5	-
b.	African - Other	≤5	-	16	0.57
Caribbean or Black					
a.	Caribbean, Caribbean Scottish or Caribbean British	7	0.28	≤5	-
b.	Black, Black Scottish or Black British	≤5	-	≤5	-
c.	Other Caribbean or Black	≤5	-	0	0.00
Other Ethnic Group					
a.	Arab	≤5	-	≤5	-
b.	Other	0	0.00	≤5	-
Prefer not to answer		15	0.59	41	1.46
Null/Blank		156	6.18	63	2.25

What the data tells us: Between 2020/21 and 2021/22, there was a significant decrease (of 93) in the number of applicants who chose to provide no information at all (i.e. by choosing the *Null/Blank* response) when they were asked about their Ethnicity during the interview stage of the recruitment and selection process.

Recruitment – Ethnicity Appointments					
All staff		2020/21		2021/22	
		No.	%	No.	%
White					
a.	Scottish	646	86.48	1,034	88.98
b.	English	0	0.00	0	0.00
c.	Welsh	0	0.00	0	0.00
d.	Northern Irish	0	0.00	0	0.00
e.	British	≤5	-	0	0.00
f.	Irish	0	0.00	≤5	-
g.	Gypsy/Traveller	0	0.00	0	0.00
h.	Eastern European	≤5	-	0	0.00
i.	Polish	0	0.00	≤5	-
j.	Other British	25	3.35	41	3.53
k.	Other white ethnic group	≤5	-	12	1.03
Mixed or Multiple Ethnic Groups					
a.	Any mixed or multiple ethnic group	≤5	-	11	0.95
Asian, Asian Scottish or Asian British					
a.	Pakistani, Pakistani Scottish or Pakistani British	0	0.00	≤5	-
b.	Indian, Indian Scottish or Indian British	≤5	-	≤5	-
c.	Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0	0.00	≤5	-
d.	Chinese, Chinese Scottish or Chinese British	0	0.00	≤5	-
e.	Other Asian, Asian Scottish or Asian British	0	0.00	≤5	-
African					
a.	African, African Scottish or African British	≤5	-	≤5	-
b.	African - Other	≤5	-	≤5	-
Caribbean or Black					
a.	Caribbean, Caribbean Scottish or Caribbean British	≤5	-	0	0.00
b.	Black, Black Scottish or Black British	≤5	-	≤5	-
c.	Other Caribbean or Black	0	0.00	0	0.00
Other Ethnic Group					
a.	Arab	0	0.00	0	0.00
b.	Other	0	0.00	0	0.00
Prefer not to answer		≤5	-	6	0.52
Null/Blank		54	7.23	35	3.01

What the data tells us: When asked at the appointment stage about their Ethnicity, the number of applicants who chose the *Other British* response rose from 25 in 2020/21 to 41 in 2021/22; however, when expressed in percentage terms, the figures are broadly similar at 3.35 and 3.53 in 2020/21 and 2021/22 respectively.

3.5 Recruitment – Sexual Orientation

Recruitment – Sexual Orientation 2020/21						
	Applications		Interviews		Appointments	
	No.	%	No.	%	No.	%
Lesbian, Gay or Bisexual	304	3.15	69	2.73	13	1.74
Heterosexual/Straight	8,668	89.69	2,193	86.92	652	87.28
Other	34	0.35	≤5	-	0	0.00
Prefer not to answer	374	3.87	87	3.45	24	3.21
Null/Blank	284	2.94	170	6.74	58	7.76

Recruitment – Sexual Orientation 2021/22						
	Applications		Interviews		Appointments	
	No.	%	No.	%	No.	%
Lesbian, Gay or Bisexual	328	3.36	88	3.14	41	3.53
Heterosexual/Straight	8,859	90.84	2,548	90.87	1,050	90.36
Other	25	0.26	≤5	-	≤5	-
Prefer not to answer	387	3.97	100	3.57	33	2.84
Null/Blank	153	1.57	65	2.32	36	3.10

What the data tells us: In both reporting years, the majority of applicants (around 90%) told us they were *Heterosexual/Straight* when they were asked about their Sexual Orientation.

Between 2020/21 and 2021/22, the number of candidates who provided no information at all about their Sexual Orientation (i.e. by choosing the *Null/Blank* response) almost halved, falling from 284 to 153.

3.6 Recruitment – Religion or Belief

Recruitment – Religion or Belief 2020/21						
	Applications		Interviews		Appointments	
	No.	%	No.	%	No.	%
Buddhist	≤5	-	0	0.00	0	0.00
Church of Scotland	1,636	16.93	429	17.00	142	19.01
Hindu	16	0.17	≤5	-	≤5	-
Humanist	60	0.62	11	0.44	≤5	-
Jewish	≤5	-	2	0.08	0	0.00
Muslim	44	0.46	12	0.48	0	0.00
None	3,094	32.02	751	29.77	213	28.51
Other Christian	550	5.69	131	5.19	29	3.88
Other Religion	37	0.38	13	0.52	≤5	-
Pagan	11	0.11	≤5	-	0	0.00
Roman Catholic	3,316	34.31	866	34.32	259	34.67
Sikh	12	0.12	0	0.00	0	0.00

Recruitment – Religion or Belief 2020/21						
	Applications		Interviews		Appointments	
	No.	%	No.	%	No.	%
Prefer not to answer	549	5.68	126	4.99	36	4.82
Null/Blank	331	3.43	180	7.13	64	8.57

Recruitment – Religion or Belief 2021/22						
	Applications		Interviews		Appointments	
	No.	%	No.	%	No.	%
Buddhist	≤5	-	≤5	-	0	0.00
Church of Scotland	1,666	17.08	504	17.97	226	19.45
Hindu	20	0.21	7	0.25	≤5	-
Humanist	37	0.38	17	0.61	≤5	-
Jewish	≤5	-	0	0.00	≤5	-
Muslim	61	0.63	16	0.57	≤5	-
None	3,626	37.18	978	34.88	368	31.67
Other Christian	383	3.93	105	3.74	37	3.18
Other Religion	38	0.39	10	0.36	0	0.00
Pagan	22	0.23	≤5	-	≤5	-
Roman Catholic	3,235	33.17	958	34.17	433	37.26
Sikh	≤5	-	0	0.00	0	0.00
Prefer not to answer	491	5.03	134	4.78	47	4.04
Null/Blank	161	1.65	69	2.46	42	3.61

What the data tells us: In both reporting years, there were significant numbers of applicants, interviewees and appointees who chose the response *None* when asked about their Religion or Belief at various stages of the recruitment and selection process.

Aside from the *None* response, when potential Council employees were asked about their Religion or Belief, the most popular responses were *Church of Scotland* and *Roman Catholic* which, collectively, comprised around half the answers to this question in both reporting years (i.e. 51.24% and 50.25% in 2020/21 and 2021/22 respectively).

Similarly, at the interview stage of the recruitment and selection process, just over half (51.32% and 52.14% in 2020/21 and 2021/22 respectively) of candidates chose the responses *Church of Scotland* or *Roman Catholic* when asked about their Religion or Belief.

This trend continued to be evident with successful candidates as, in both reporting years, more than half (53.68% and 56.71% in 2020/21 and 2021/22 respectively) said their Religion or Belief was *Church of Scotland* or *Roman Catholic*.

3.7 Recruitment – Marriage and Civil Partnership Status

Recruitment – Marriage and Civil Partnership Status 2020/21						
	Applications		Interviews		Appointments	
	No.	%	No.	%	No.	%
Divorced/Separated	472	4.88	105	4.16	29	3.88
Living with Partner	1,341	13.88	346	13.71	96	12.85
Married/Civil Partnership	3,084	31.91	876	34.72	272	36.41
Single	4,317	44.67	989	39.20	275	36.81
Widowed	67	0.69	21	0.83	10	1.34
Prefer not to answer	136	1.41	28	1.11	14	1.87
Null/Blank	247	2.56	158	6.26	51	6.83

Recruitment – Marriage and Civil Partnership Status 2021/22						
	Applications		Interviews		Appointments	
	No.	%	No.	%	No.	%
Divorced/Separated	603	6.18	160	5.71	75	6.45
Living with Partner	1,103	11.31	347	12.38	151	12.99
Married/Civil Partnership	2,785	28.56	837	29.85	368	31.67
Single	4,715	48.35	1,292	46.08	497	42.77
Widowed	52	0.53	11	0.39	≤5	-
Prefer not to answer	367	3.76	96	3.42	27	2.32
Null/Blank	127	1.30	61	2.18	39	3.36

What the data tells us: During both reporting years, the most popular response when applicants were initially asked about their Marriage and Civil Partnership Status was *Single* (comprising 44.67% in 2020/21 and 48.35% in 2021/22).

In both reporting years, as candidates progressed through the three stages of the recruitment and selection process (i.e. Applications-Interviews-Appointments), the percentage of applicants who chose to provide no information at all (i.e. by opting for the *Null/Blank* response when asked about their Marriage and Civil Partnership Status) steadily increased.

4.0 LEAVERS

4.1 Leavers – Sex

Leavers – Sex				
	2020/21		2021/22	
	No.	%	No.	%
Male	84	27.81	132	29.20
Female	218	72.19	320	70.80

What the data tells us: Between 2020/21 and 2021/22, there was an increase of 150 in the number of people who left the Council's employment, comprising 48 male employees and 102 female employees. The top reason for leaving the Council was *personal reasons*, cited by 80 and 107 staff in 2020/21 and 2021/22 respectively. The second most popular reason – given by 42 staff in 2020/21 and by 101 employees in 2021/22 respectively - was *career progression*.

Anecdotally, the Council is aware that the Covid-19 pandemic could have prompted people to reassess their priorities, with the result that a number of employees may have decided to retire who might have otherwise worked for a longer period of time.

4.2 Leavers – Age

Leavers – Age				
Age group in years	2020/21		2021/22	
	No.	%	No.	%
Under 20	≤5	-	≤5	-
20-29	52	17.22	94	20.80
30-39	52	17.22	59	13.05
40-49	40	13.25	59	13.05
50-59	64	21.19	83	18.36
60-65	60	19.87	98	21.68
Over 65	31	10.26	57	12.61

What the data tells us: Between 2020/21 and 2021/22, the biggest increase in leavers were among those aged 20-29 years, rising from 52 to 94. Meanwhile, the number of leavers aged 60-65 rose by almost two thirds i.e. from 60 in 2020/21 to 98 in 2021/22.

4.3 Leavers – Disability

Leavers – Disability				
	2020/21		2021/22	
	No.	%	No.	%
Disability	8	2.65	24	5.31
No disability	255	84.44	380	84.07
Prefer not to answer	13	4.30	21	4.65
Blanks	26	8.61	27	5.97

What the data tells us: While, in percentage terms, the number of leavers who chose the *Prefer not to answer* option when asked about their Disability increased only slightly, in numerical terms, the figure rose

by eight. Meanwhile, the number of leavers who chose to provide no information at all about their Disability was almost identical during both reporting years (with 26 and 27 people in 2020/21 and 2021/22 respectively choosing the *Blank* option).

4.4 Leavers – Ethnicity

Leavers – Ethnicity					
All staff		2020/21		2021/22	
		No.	%	No.	%
White					
a.	Scottish	237	78.48	365	80.75
b.	English	0	0.00	0	0.00
c.	Welsh	0	0.00	0	0.00
d.	Northern Irish	0	0.00	0	0.00
e.	British	13	4.30	20	4.42
f.	Irish	12	3.97	7	1.55
g.	Gypsy/Traveller	0	0.00	0	0.00
h.	Eastern European	0	0.00	≤5	-
i.	Other British	0	0.00	0	0.00
j.	Other white ethnic group	≤5	-	6	1.33
Mixed or Multiple Ethnic Groups					
a.	Any mixed or multiple ethnic group	0	0.00	≤5	-
Asian, Asian Scottish or Asian British					
a.	Pakistani, Pakistani Scottish or Pakistani British	0	0.00	0	0.00
b.	Indian, Indian Scottish or Indian British	0	0.00	0	0.00
c.	Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0	0.00	0	0.00
d.	Chinese, Chinese Scottish or Chinese British	0	0.00	0	0.00
e.	Other Asian, Asian Scottish or Asian British	≤5	-	≤5	-
African					
a.	African, African Scottish or African British	≤5	-	≤5	-
Caribbean or Black					
a.	Caribbean, Caribbean Scottish or Caribbean British	0	0.00	0	0.00
b.	Black, Black Scottish or Black British	0	0.00	0	0.00
c.	Other Caribbean or Black	0	0.00	0	0.00
Other Ethnic Group					
a.	Arab	0	0.00	0	0.00
b.	Other	≤5	-	≤5	-
Prefer not to answer		≤5	-	13	2.88
Null/Blank		29	9.60	37	8.19

What the data tells us: When asked about their Ethnicity upon leaving the Council, the most popular response was *Scottish*, chosen by more than three quarters of employees in both reporting periods (i.e 78.48% and 80.75% in 2020/21 and 2021/22 respectively).

4.5 Leavers – Sexual Orientation

Leavers – Sexual Orientation				
All leavers	2020/21		2021/22	
	No.	%	No.	%
Lesbian, Gay or Bisexual	7	2.32	9	1.99
Heterosexual/Straight	203	67.22	331	73.23
Prefer not to answer	10	3.31	12	2.65
Other	≤5	-	0	0.00
Null/Blank	81	26.82	100	22.12

What the data tells us: Between 2020/21 and 2021/22, there was an increase (of 19) in the number of leavers who chose to provide no information (i.e. by choosing the *Null/Blank* response) when asked about their Sexual Orientation; however, when the figure is expressed in percentage terms, it shows a fall of 4.7.

4.6 Leavers – Religion or Belief

Leavers – Religion or Belief				
All leavers	2020/21		2021/22	
	No.	%	No.	%
Buddhist	0	0.00	0	0.00
Church of Scotland	54	17.88	92	20.35
Hindu	≤5	-	≤5	-
Humanist	0	0.00	0	0.00
Jewish	0	0.00	0	0.00
Muslim	0	0.00	0	0.00
None	63	20.86	94	20.80
Other Christian	12	3.97	21	4.65
Other Religion	≤5	-	≤5	-
Pagan	0	0.00	0	0.00
Roman Catholic	66	21.85	125	27.65
Sikh	0	0.00	0	0.00
Prefer not to answer	21	6.95	13	2.88
Null/Blank	80	26.49	105	23.23

What the data tells us: The number of leavers who chose the response *None* when asked about their Religion or Belief increased by almost a half, rising from 63 in 2020/21 to 94 in 2021/22. However, when the figure is expressed in percentage terms, it is almost identical in both reporting years (i.e. 20.86% in 2020/21 and 20.80% in 2021/22).

4.7 Leavers – Marriage and Civil Partnership Status

Leavers – Marriage and Civil Partnership Status

	2020/21		2021/22	
	No.	%	No.	%
Divorced/Separated	18	5.96	23	5.09
Living with Partner	35	11.59	43	9.51
Married/Civil Partnership	121	40.07	194	42.92
Single	88	29.14	133	29.42
Widowed	6	1.99	11	2.43
Prefer not to answer	8	2.65	22	4.87
Null/Blank	26	8.61	26	5.75

What the data tells: When shown in percentage terms, there was only a very small increase (of 0.28%) in the number of Single people who left the Council but, numerically, it equates to an increase of 45, rising from 88 in 2020/21 to 133 in 2021/22. This may correlate with the number of people who left the Council's employment while citing the reason of *career progression* for doing so.

In numerical terms, the number of leavers who chose the *Prefer not to answer* option almost trebled when they were asked about their Marriage and Civil Partnership Status (rising from eight in 2020/21 to 22 in 2021/22).

5.0 Disciplinary Action

5.1 Disciplinary Action – Sex

Disciplinary Action – Sex				
	2020/21		2021/22	
	No.	%	No.	%
Male	12	29.27	16	33.33
Female	29	70.73	32	66.67

What the data tells us: Overall, the number of cases of Disciplinary Action increased from 41 in 2020/21 to 48 in 2021/22.

Between 2020/21 and 2021/22, the number of cases of Disciplinary Action involving male employees rose by a third (increasing from 12 to 16). Meanwhile, the number of female employees involved in Disciplinary Action rose by three, increasing from 29 to 32 between 2020/21 and 2021/22.

5.2 Disciplinary Action – Age

Disciplinary Action – Age				
Age group in years	2020/21		2021/22	
	No.	%	No.	%
16-19	0	0.00	0	0.00
20-29	≤5	-	8	16.67
30-39	9	21.95	7	14.58
40-49	10	24.39	10	20.83
50-59	14	34.15	14	29.17
60-65	≤5	-	8	16.67
Over 65	0	0.00	≤5	-
Blanks	0	0.00	0	0.00

What the data tells us: During both reporting years, there was an identical number of staff aged 40-49 (10 employees) and those aged 50-59 (14 employees) who were involved in Disciplinary Action.

5.3 Disciplinary Action – Disability

Disciplinary Action – Disability				
	2020/21		2021/22	
	No.	%	No.	%
Disability	≤5	-	≤5	-
No disability	34	82.93	39	81.25
Prefer not to answer	≤5	-	≤5	-
Blanks (Unknown)	≤5	-	≤5	-

What the data tells us: Given that the majority of the elements of this data set have been anonymised to protect the identity of the respective employees, it would not be appropriate to provide commentaries on any variations in figures between 2020/21 and 2021/22.

5.4 Disciplinary Action – Ethnicity

Disciplinary Action – Ethnicity					
All staff		2020/21		2021/22	
		No.	%	No.	%
White					
a.	Scottish	34	82.93	42	87.50
b.	English	0	0.00	0	0.00
c.	Welsh	0	0.00	0	0.00
d.	Northern Irish	0	0.00	0	0.00
e.	British	≤5	-	≤5	-
f.	Irish	0	0.00	0	0.00
g.	Gypsy/Traveller	0	0.00	0	0.00
h.	Eastern European	0	0.00	0	0.00
i.	Other British	0	0.00	0	0.00
j.	Other white ethnic group	0	0.00	0	0.00
Mixed or Multiple Ethnic Groups					
a.	Any mixed or multiple ethnic group	0	0.00	0	0.00
Asian, Asian Scottish or Asian British					
a.	Pakistani, Pakistani Scottish or Pakistani British	0	0.00	0	0.00
b.	Indian, Indian Scottish or Indian British	0	0.00	0	0.00
c.	Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0	0.00	0	0.00
d.	Chinese, Chinese Scottish or Chinese British	0	0.00	0	0.00
e.	Other Asian, Asian Scottish or Asian British	0	0.00	0	0.00
African					
a.	African, African Scottish or African British	0	0.00	0	0.00
Caribbean or Black					
a.	Caribbean, Caribbean Scottish or Caribbean British	0	0.00	0	0.00
b.	Black, Black Scottish or Black British	0	0.00	0	0.00
c.	Other Caribbean or Black	0	0.00	0	0.00
Other Ethnic Group					
a.	Arab	0	0.00	0	0.00
b.	Other	0	0.00	0	0.00
Prefer not to answer		0	0.00	≤5	-
Null/Blank		≤5	-	≤5	-

What the data tells us: Given that the majority of the elements of this data set have been anonymised to protect the identity of the respective employees, it would not be appropriate to provide commentaries on any variations in figures between 2020/21 and 2021/22.

5.5 Disciplinary Action – Marriage and Civil Partnership Status

Disciplinary Action – Marriage and Civil Partnership Status				
	2020/21		2021/22	
	No.	%	No.	%
Divorced/Separated	≤5	-	≤5	-
Living with Partner	8	19.51	7	14.58
Married/Civil Partnership	15	36.59	16	33.33
Single	11	26.83	15	31.25
Widowed	0	0.00	0	0.00
Prefer not to answer	≤5	-	≤5	-
Null/Blank	≤5	-	0	0.00

What the data tells us: During both reporting years, there were similarities in the number of employees who, when asked about their Marriage and Civil Partnership status during Disciplinary Action, chose the responses *Living with Partner* and or *Marriage/Civil Partnership*.

6.0 GRIEVANCES

6.1 Grievances – Sex

Grievances – Sex				
	2020/21		2021/22	
	No.	%	No.	%
Male	≤5	-	≤5	-
Female	≤5	-	≤5	-
Other	≤5	-	≤5	-

What the data tells us: Given that all elements of this data set have been anonymised to protect the identity of the respective employees, it would not be appropriate to provide commentaries on the figures.

6.2 Grievances – Age

Grievances – Age				
Age group in years	2020/21		2021/22	
	No.	%	No.	%
16-19	0	0.00	0	0.00
20-29	≤5	-	≤5	-
30-39	0	0.00	0	0.00
40-49	≤5	-	≤5	-
50-59	≤5	-	≤5	-
60-65	0	0.00	≤5	-
Over 65	0	0.00	0	0.00

What the data tells us: Given that the majority of the elements of this data set have been anonymised to protect the identity of the respective employees, it would not be appropriate to provide commentaries on any variations in figures between 2020/21 and 2021/22.

6.3 Grievances – Disability

Grievances – Disability				
	2020/21		2021/22	
	No.	%	No.	%
Disability	0	0.00	0	0.00
No disability	≤5	-	7	70.00
Prefer not to answer	≤5	-	≤5	-
Blanks	≤5	-	≤5	-

What the data tells us: Given that the majority of the elements of this data set have been anonymised to protect the identity of the respective employees, it would not be appropriate to provide commentaries on any variations in figures between 2020/21 and 2021/22.

6.4 Grievances – Ethnicity

Grievances – Ethnicity					
All staff		2020/21		2021/22	
		No.	%	No.	%
White					
a.	Scottish	6	75.00	6	60.00
b.	English	0	0.00	0	0.00
c.	Welsh	0	0.00	0	0.00
d.	Northern Irish	0	0.00	0	0.00
e.	British	0	0.00	0	0.00
f.	Irish	0	0.00	≤5	-
g.	Gypsy/Traveller	0	0.00	0	0.00
h.	Eastern European	0	0.00	0	0.00
i.	Other British	0	0.00	0	0.00
j.	Other white ethnic group	0	0.00	0	0.00
Mixed or Multiple Ethnic Groups					
a.	Any mixed or multiple ethnic group	0	0.00	0	0.00
Asian, Asian Scottish or Asian British					
a.	Pakistani, Pakistani Scottish or Pakistani British	0	0.00	0	0.00
b.	Indian, Indian Scottish or Indian British	0	0.00	0	0.00
c.	Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0	0.00	0	0.00
d.	Chinese, Chinese Scottish or Chinese British	0	0.00	0	0.00
e.	Other Asian, Asian Scottish or Asian British	0	0.00	0	0.00
African					
a.	African, African Scottish or African British	0	0.00	0	0.00
Caribbean or Black					
a.	Caribbean, Caribbean Scottish or Caribbean British	0	0.00	0	0.00
b.	Black, Black Scottish or Black British	0	0.00	0	0.00
c.	Other Caribbean or Black	0	0.00	0	0.00
Other Ethnic Group					
a.	Arab	0	0.00	0	0.00
b.	Other	0	0.00	0	0.00
Prefer not to answer		0	0.00	≤5	-
Null/Blank		≤5	-	≤5	-

What the data tells us: Given that the majority of the elements of this data set have been anonymised to protect the identity of the respective employees, it would not be appropriate to provide commentaries on any variations in figures between 2020/21 and 2021/22.

6.5 Grievances – Marriage and Civil Partnership Status

Grievances – Marriage and Civil Partnership Status				
	2020/21		2021/22	
	No.	%	No.	%
Divorced/Separated	0	0.00	≤5	-
Living with Partner	≤5	-	≤5	-
Married/Civil Partnership	≤5	-	≤5	-
Single	≤5	-	≤5	-
Widowed	0	0.00	0	0.00
Prefer not to answer	0	0.00	≤5	-
Null/Blank	≤5	-	0	0.00

What the data tells us: Given that the majority of the elements of this data set have been anonymised to protect the identity of the respective employees, it would not be appropriate to provide commentaries on any variations in figures between 2020/21 and 2021/22.

7.0 Flexible Working Requests

Flexible Working Requests	
	No.
2020/21	61
2021/22	109

What the data tells us: Between 2020/21 and 2021/22, the number of employees who submitted a request to work flexibly rose by more than two thirds.

While it may be difficult to say with complete certainty why staff submit such requests, it is perhaps worth noting that the impact of the Covid-19 pandemic could be a factor in the highest ever number of flexible working/change of hours' requests received from the Council's employees since 2014/15.

7.1 Flexible Working Requests – Sex

Flexible Working Requests – Sex				
	2020/21		2021/22	
	No.	%	No.	%
Male	8	13.11	9	8.26
Female	53	86.89	100	91.74
Prefer not to answer	0	0.00	0	0.00

What the data tells us: The number of female employees who submitted a request to work flexibly almost doubled between 2020/21 and 2021/22, rising from 53 to 100.

As mentioned above, it is difficult to say for certain the reasons why staff submit such requests; however, in the case of female employees, it could be because females tend to be the primary care givers for others, including children or elderly family members.

7.2 Flexible Working Requests – Age

Flexible Working Requests – Age				
Age group in years	2020/21		2021/22	
	No.	%	No.	%
16-19	0	0.00	0	0.00
20-29	7	11.48	≤5	-
30-39	20	32.79	29	26.61
40-49	10	16.39	19	17.43
50-59	19	31.15	42	38.53
60-65	≤5	-	12	11.01
Over 65	≤5	-	≤5	-

What the data tells us: Between 2020/21 and 2021/22, collectively, the number of employees aged 40-49 years and 50-59 years who submitted a request to work flexibly more than doubled.

7.3 Flexible Working Requests – Disability

Flexible Working Requests – Disability				
	2020/21		2021/22	
	No.	%	No.	%
Disability	≤5	-	≤5	-
No disability	45	73.77	90	82.57
Prefer not to answer	≤5	-	≤5	-
Blanks	9	14.75	9	8.26

What the data tells us: Given that elements of this data set have been anonymised to protect the identity of the respective employees, it would not be appropriate to provide commentaries on any variations in figures between 2020/21 and 2021/22.

7.4 Flexible Working Requests – Ethnicity

Flexible Working Requests – Ethnicity					
		2020/21		2021/22	
		No.	%	No.	%
White					
a.	Scottish	43	70.49	85	77.98
b.	English	0	0.00	0	0.00
c.	Welsh	0	0.00	0	0.00
d.	Northern Irish	0	0.00	0	0.00
e.	British	0	0.00	0	0.00
f.	Irish	≤5	-	≤5	-
g.	Gypsy/Traveller	0	0.00	0	0.00
h.	Eastern European	0	0.00	0	0.00
i.	Other British	≤5	-	≤5	-
j.	Other white ethnic group	≤5	-	0	0.00
Mixed or Multiple Ethnic Groups					
a.	Any mixed or multiple ethnic group	0	0	0	0.00
Asian, Asian Scottish or Asian British					
a.	Pakistani, Pakistani Scottish or Pakistani British	0	0	0	0.00
b.	Indian, Indian Scottish or Indian British	0	0	0	0.00
c.	Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0	0	0	0.00
d.	Chinese, Chinese Scottish or Chinese British	0	0	0	0.00
e.	Other Asian, Asian Scottish or Asian British	0	0	0	0.00
African					
a.	African, African Scottish or African British	0	0	0	0.00
Caribbean or Black					
a.	Caribbean, Caribbean Scottish or Caribbean British	0	0	0	0.00

Flexible Working Requests – Ethnicity					
		2020/21		2021/22	
		No.	%	No.	%
b.	Black, Black Scottish or Black British	0	0	0	0.00
c.	Other Caribbean or Black	0	0	0	0.00
Other Ethnic Group					
a.	Arab	0	0.00	0	0.00
b.	Other	0	0.00	≤5	-
Prefer not to answer		≤5	-	≤5	-
Null/Blank		11	18.03	12	11.01

What the data tells us: Given that the majority of the elements of this data set have been anonymised to protect the identity of the respective employees, it would not be appropriate to provide commentaries on any variations in figures between 2020/21 and 2021/22.


7.5 Flexible Working Requests – Marriage and Civil Partnership Status


Flexible Working Requests – Marriage and Civil Partnership Status					
		2020/21		2021/22	
		No.	%	No.	%
Divorced/Separated		≤5	-	≤5	-
Living with Partner		≤5	-	10	9.17
Married/Civil Partnership		36	59.02	63	57.80
Single		12	19.67	19	17.43
Widowed		0	0.00	≤5	-
Prefer not to answer		≤5	-	≤5	-
Null/Blank		≤5	-	≤5	-

What the data tells us: Given that the majority of the elements of this data set have been anonymised to protect the identity of the respective employees, it would not be appropriate to provide commentaries on any variations in figures between 2020/21 and 2021/22.

8.0 ADOPTION

The number of Council employees who were on Adoption leave in 2020/21 was zero, while in 2021/22 the number was ≤ 5 .

The Council has published a range of policies which may be of interest to existing and potential employees  [Working for the Council - Policies and Procedures](#).

The Council is committed to providing a range of family friendly benefits to both parents and carers. More details are available from the *Family Friendly and Work Life Balance Policy* document - including details of the Adoption Leave Scheme - which is available to view on the Council's website  [Working for the Council - Policies and Procedures](#).

9.0 PREGNANCY AND MATERNITY

The Council offers a broad range of assistance to pregnant employees and those who return to work after having a baby that go beyond the statutory requirements. The Council does not wish any member of staff to feel discriminated against because of their Pregnancy or Maternity Status.

The Council has published a range of policies on our website which may be of interest to existing and potential employees: [Working for the Council - Policies and Procedures](#).

The Council is committed to providing a range of family friendly benefits to both parents and carers. More details are available from The *Family Friendly and Worklife Balance Policy* which may be of particular interest to employees who are pregnant; the document is available to download here: [Working for the Council - Policies and Procedures](#).

In response to the Covid-19 pandemic and its potential impact on pregnant employees, the Council devised an Individual Workplace Risk Assessment - Covid-19, based on the Scottish Government toolkit and workplace risk assessment guidance. The document should be used in relation to employees at work in Council establishments and worksites and includes specific information for staff who are pregnant.

10.0 TRAINING

Overall, the amount of face-to-face training delivered by the Council was kept to a minimum in 2020/21. Clearly, this was directly attributable to the Covid-19 lockdown restrictions – initially introduced in March 2020 – when people were encouraged to minimise face-to-face interaction in the interest of public health.

10.1 Training – Sex

Training – Sex Face-to-face participants				
All staff	2020/21		2021/22	
	No.	%	No.	%
Male	22	28.95	47	23.04
Female	54	71.05	157	76.96
Unknown	0	0.00	0	0.00
Prefer not to answer	0	0.00	0	0.00

What the data tells us: In both reporting years, the split between male and female attendees at face-to-face training broadly mirrors the male/female split of the Council’s workforce i.e. around a quarter for male employees (28.95% and 23.04% in 2020/21 and 2021/22 respectively) and approximately three quarters for female employees (71.05% in 2020/21 and 76.96% in 2021/22).

Additionally, it is pleasing to note that no employees declined to disclose information when asked about their Sex during face-to-face training.

Training – Sex E-learning participants				
All staff	2020/21		2021/22	
	No.	%	No.	%
Male	1,339	14.70	2,136	28.92
Female	7,767	85.29	5,209	70.52
Prefer not to say	≤5	-	42	0.57

What the data tells us: The number of male staff who took part in e-learning opportunities increased significantly between 2020/21 and 2021/22, rising from 1,339 to 2,136.

10.2 Training – Age

Training – Age Face-to-face participants				
Age group in years	2020/21		2021/22	
	No.	%	No.	%
Under 20	≤5	-	≤5	-
20-29	15	19.74	20	9.80
30-39	6	7.89	32	15.69
40-49	18	23.68	46	22.55
50-59	26	34.21	68	33.33
60-65	8	10.53	34	16.67
Over 65	0	0.00	≤5	-

Training – Age Face-to-face participants				
Age group in years	2020/21		2021/22	
	No.	%	No.	%
Unknown	0	0.00	0	0.00

What the data tells us: Employees aged 50-59 represented the biggest increase in face-to-face training, rising from 26 attendees in 2020/21 to 68 in 2021/22.

Training – Age E-learning participants				
Age group in years	2020/21		2021/22	
	No.	%	No.	%
Under 20	86	0.94	274	3.71
20-29	1,949	21.40	1,892	25.61
30-39	1,393	15.30	1,570	21.25
40-49	2,194	24.09	1,403	18.99
50-59	2,758	30.28	1,539	20.83
60-65	673	7.39	550	7.45
Over 65	54	0.59	159	2.15
Unknown	0	0.00	0	0.00

What the data tells us: In 2020/21, employees aged between 50 and 59 years made up the majority of staff who participated in e-learning training, at just under a third (30.28%). This reflects the Council's overall employee profile details in that reporting year when the majority of our staff were aged 50-59 years.

Meanwhile, in 2021/22, the majority of our e-learners fell into the 20-29 years age bracket. This may be indicative of the fact that, between 2020/21 and 2021/22, we saw an increase in staff aged 20-29 years, rising from 507 in 2020/21 to 574 in 2021/22.

10.3 Training – Disability

Training – Disability Face-to-face participants				
All staff	2020/21		2021/22	
	No.	%	No.	%
Disability	≤5	-	10	4.90
No disability	70	92.11	179	87.75
Prefer not to answer	0	0.00	9	4.41
Blanks	≤5	-	6	2.94

What the data tells us: Given that elements of this data set have been anonymised to protect the identity of the respective employees, it would not be appropriate to provide commentaries on any variations in figures between 2020/21 and 2021/22.

Training – Disability E-learning participants				
All staff	2020/21		2021/22	
	No.	%	No.	%
Disability	276	3.03	495	6.70
No disability	8,130	89.27	6,282	85.04
Prefer not to answer	562	6.17	310	4.20
Blanks	139	1.53	300	4.06

What the data tells us: In percentage terms, the number of employees with a Disability who participated in e-learning training more than doubled between 2020/21 and 2021/22, rising from 3.03% to 6.70%.

We saw a fall (of 1.97%) in the number of employees participating in e-learning training who chose to the *Prefer not to answer* option in this instance. It is therefore disappointing to note that attendees who did not to provide any information at all in response to this question rose sharply during the same reporting period (increasing from 1.53% in 2020/21 to 4.06% in 2021/22).

10.4 Training – Ethnicity

Training – Ethnicity Face-to-face participants					
All staff		2020/21		2021/22	
		No.	%	No.	%
White					
a.	Scottish	66	86.84	174	85.29
b.	English	0	0.00	0	0.00
c.	Welsh	≤5	-	0	0.00
d.	Northern Irish	0	0.00	0	0.00
e.	British	0	0.00	0	0.00
f.	Irish	0	0.00	6	2.94
g.	Gypsy/Traveller	0	0.00	0	0.00
h.	Eastern European	0	0.00	0	0.00
i.	Other British	8	10.53	8	3.92
j.	Other white ethnic group	0	0.00	≤5	-
Mixed or Multiple Ethnic Groups					
a.	Any mixed or multiple ethnic group	0	0.00	≤5	-
Asian, Asian Scottish or Asian British					
a.	Pakistani, Pakistani Scottish or Pakistani British	0	0.00	0	0.00
b.	Indian, Indian Scottish or Indian British	0	0.00	0	0.00
c.	Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0	0.00	0	0.00
d.	Chinese, Chinese Scottish or Chinese British	0	0.00	0	0.00
e.	Other Asian, Asian Scottish or Asian British	0	0.00	0	0.00
African					
a.	African, African Scottish or African British	0	0.00	0	0.00
b.	African Other	0	0.00	≤5	-

Training – Ethnicity Face-to-face participants					
All staff		2020/21		2021/22	
		No.	%	No.	%
Caribbean or Black					
a.	Caribbean, Caribbean Scottish or Caribbean British	0	0.00	0	0.00
b.	Black, Black Scottish or Black British	0	0.00	0	0.00
c.	Other Caribbean or Black	0	0.00	0	0.00
Other Ethnic Group					
a.	Arab	0	0.00	0	0.00
b.	Other	0	0.00	≤5	-
Prefer not to answer		≤5	-	≤5	-
Null/Blank		0	0.00	8	3.92

What the data tells us: Given that elements of this data set have been anonymised to protect the identity of the respective employees, it would not be appropriate to provide commentaries on any variations in figures between 2020/21 and 2021/22.

Training – Ethnicity E-learning participants					
All staff		2020/21		2021/22	
		No.	%	No.	%
White					
a.	Scottish	7,500	82.35	6,045	81.83
b.	English	0	0.00	0	0.00
c.	Welsh	0	0.00	0	0.00
d.	Northern Irish	0	0.00	0	0.00
e.	British	0	0.00	0	0.00
f.	Irish	584	6.41	206	2.79
g.	Gypsy/Traveller	0	0.00	0	0.00
h.	Eastern European	16	0.18	9	0.12
i.	Polish	8	0.09	0	0.00
j.	Other British	187	2.05	142	1.92
k.	Other white ethnic group	115	1.26	167	2.26
Mixed or Multiple Ethnic Groups					
a.	Any mixed or multiple ethnic group	35	0.38	36	0.49
Asian, Asian Scottish or Asian British					
a.	Pakistani, Pakistani Scottish or Pakistani British	7	0.08	0	0.00
b.	Indian, Indian Scottish or Indian British	8	0.09	26	0.35
c.	Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0	0.00	0	0.00
d.	Chinese, Chinese Scottish or Chinese British	0	0.00	0	0.00

Training – Ethnicity E-learning participants					
All staff		2020/21		2021/22	
		No.	%	No.	%
e.	Other Asian, Asian Scottish or Asian British	0	0.00	0	0.00
African					
a.	African, African Scottish or African British	8	0.09	13	0.18
b.	African - Other	14	0.15	19	0.26
Caribbean or Black					
a.	Caribbean, Caribbean Scottish or Caribbean British	0	0.00	0	0.00
b.	Black, Black Scottish or Black British	0	0.00	10	0.14
c.	Other Caribbean or Black	0	0.00	0	0.00
Other Ethnic Group					
a.	Arab	≤5	-	0	0.00
b.	Other	54	0.59	55	0.74
Prefer not to answer		250	2.75	168	2.27
Null/Blank		318	3.49	491	6.65

What the data tells us: Given that elements of this data set have been anonymised to protect the identity of the respective employees, it would not be appropriate to provide commentaries on any variations in figures between 2020/21 and 2021/22.

10.5 Training – Sexual Orientation

Training – Sexual Orientation Face-to-face participants					
All staff		2020/21		2021/22	
		No.	%	No.	%
Lesbian, Gay or Bisexual		≤5	-	≤5	-
Heterosexual/Straight		57	75.00	143	70.10
Prefer not to answer		≤5	-	6	2.94
Null/Blank		16	21.05	51	25.00
Unknown		0	0.00	0	0.00

What the data tells us: When asked about their Sexual Orientation during face-to-face training, the number of staff who chose the response *Heterosexual/Straight* increased significantly between 2020/21 and 2021/22, rising from 57 in 2020/21 to 143 in 2021/22.

Training – Sexual Orientation E-learning participants				
All staff	2020/21		2021/22	
	No.	%	No.	%
Lesbian, Gay or Bisexual	238	2.61	318	4.30
Heterosexual/Straight	6,270	68.85	5,328	72.13
Prefer not to answer	340	3.73	270	3.66
Null/Blank	2,259	24.81	1,463	19.81
Other	0	0.00	8	0.11

What the data tells us: When asked about their Sexual Orientation, the number of e-learning participants who chose to provide no information at all (i.e. by choosing the *Null/Blank* response), fell from just under a quarter (24.81%) in 2020/21 to slightly below a fifth (19.81%) in 2021/22. Overall, this may suggest that our employees who participate in e-learning opportunities are becoming more comfortable providing details about their Sexual Orientation.

10.6 Training – Religion or Belief

Training – Religion or Belief Face-to-face participants				
All staff	2020/21		2021/22	
	No.	%	No.	%
Buddhist	0	0.00	0	0.00
Church of Scotland	10	13.16	30	14.71
Hindu	0	0.00	0	0.00
Humanist	0	0.00	0	0.00
Jewish	0	0.00	0	0.00
Muslim	0	0.00	0	0.00
None	16	21.05	43	21.08
Other Christian	≤5	-	≤5	-
Other Religion	0	0.00	0	0.00
Pagan	0	0.00	0	0.00
Roman Catholic	26	34.21	65	31.86
Sikh	0	0.00	0	0.00
Prefer not to answer	≤5	-	9	4.41
Null/Blank	21	27.63	53	25.98

What the data tells us: Between 2020/21 and 2021/22, the number of employees who, when taking part in face-to-face training, opted to provide no information at all about their Religion or Belief (i.e. by choosing the *Null/Blank* response) rose sharply, from 21 to 53. However, when expressed in percentage terms, this information represents a fall of 1.65%.

Training – Religion or Belief E-learning participants				
All staff	2020/21		2021/22	
	No.	%	No.	%
Buddhist	0	0.00	8	0.11
Church of Scotland	1,245	13.67	1,001	13.55
Hindu	0	0.00	0	0.00

**Training – Religion or Belief
E-learning participants**

All staff	2020/21		2021/22	
	No.	%	No.	%
Humanist	0	0.00	0	0.00
Jewish	0	0.00	25	0.34
Muslim	12	0.13	0	0.00
None	1,798	19.74	1,836	24.85
Other Christian	513	5.63	273	3.70
Other Religion	49	0.54	24	0.32
Pagan	0	0.00	0	0.00
Roman Catholic	2,711	29.77	1,859	25.17
Sikh	8	0.09	26	0.35
Prefer not to answer	329	3.61	313	4.24
Null/Blank	2,442	26.81	2,022	27.37

What the data tells us: Between 2020/21 and 2021/22, there were small increases in percentage terms in the number of Council employees who chose the *Prefer not to answer* and *Null/Blank* responses when asked about their Religion or Belief during e-learning opportunities.

10.7 Training – Marriage and Civil Partnership Status

**Training – Marriage and Civil Partnership Status
Face-to-face participants**

	2020/21		2021/22	
	No.	%	No.	%
Divorced/Separated	≤5	-	18	8.82
Living with Partner	9	11.84	24	11.76
Married/Civil Partnership	33	43.42	116	56.86
Single	26	34.21	34	16.67
Widowed	0	0.00	≤5	-
Prefer not to answer	≤5	-	8	3.92
Null/Blank	≤5	-	≤5	-

What the data tells us: Employees who chose the response *Married/Civil Partnership* when asked about their Marriage and Civil Partnership status comprised the majority of staff who participated in face-to-face training in both reporting years.

**Training – Marriage and Civil Partnership Status
E-learning participants**

	2020/21		2021/22	
	No.	%	No.	%
Divorced/Separated	524	5.75	412	5.58
Living with Partner	983	10.79	708	9.58
Married/Civil Partnership	3,667	40.27	2,825	38.24
Single	3,333	36.60	2,836	38.39
Widowed	52	0.57	75	1.02
Prefer not to answer	248	2.72	288	3.90

**Training – Marriage and Civil Partnership Status
E-learning participants**

	2020/21		2021/22	
	No.	%	No.	%
Null/Blank	300	3.29	243	3.29

What the data tells us: In both reporting years, just over three quarters (76.87% in 2020/21 and 76.63% in 2021/22) of participants in e-learning training told us that their Marriage and Civil Partnership Status was either *Married/Civil Partnership* or *Single*.

11.0 Equal Pay

11.1 Average Total Pay Analysis for Disability, Ethnicity and Gender

Disability Pay Gap 2020/21

Equal Pay Work Group	Not Disabled		Disabled		Difference £	Pay Gap %
	Count	Average Total Hourly Rate £	Count	Average Total Hourly Rate £		
1	346	9.34	13	9.34	0	0.00
2	511	9.98	25	10.02	-0.04	-0.40
3	710	10.59	17	10.62	-0.03	-0.28
4	220	11.87	≤5	11.94	-0.07	-0.59
5	467	13.61	14	13.62	-0.01	-0.07
6	148	15.83	10	15.82	0.01	0.06
7	114	17.92	≤5	17.79	0.13	0.73
8	156	19.7	9	19.88	-0.18	-0.91
9	39	21.59				
10	72	23.68	7	23.92	-0.24	-1.01
11	25	26.06	≤5	25.76	0.3	1.15
12	24	31.03	≤5	31.25	-0.22	-0.71
C1	≤5	65.85				
C2	≤5	60.14	≤5	60.14	0	0.00
C3	≤5	49.16				
C4	6	44.45				
Depute/Principal Educational Psychologist	≤5	40.05				
Senior Educational Psychologist	≤5	38.16				
Educational Psychologist	≤5	33.87				
Music Instructor	6	22.29				
Teacher	374	23.27	16	23.13	0.14	0.60
Principal Teacher	85	29.79	≤5	27.45	2.34	7.85
Depute Head	25	34.59				
Head Teacher	25	40.37				
Quality Improvement Officer	≤5	38.49				
Quality Improvement Manager	≤5	42.35				
Total	3,366	£14.95	125	£15.29	£-0.34	-2.27%

Not Disabled	3,366	£14.95
Disabled	125	£15.29
Difference		£-0.34
Pay Gap		-2.27%

Note 1: The total head count is 4,093. *Blanks and Prefer not to answer* responses = 602.

Note 2: Principal Teacher - salaries for teachers are set nationally. The Pay Gap here is due to Disabled employees being at the starting point for their grade. This will change as the employees progress through the salary points.

Disability Pay Gap 2021/22

Equal Pay Work Group	Not Disabled		Disabled		Difference £	Pay Gap %
	Count	Average Total Hourly Rate £	Count	Average Total Hourly Rate £		
1	323	9.78	13	9.78	0.00	0.00
2	246	10.44	12	10.43	0.01	0.10
3	964	10.96	30	10.92	0.04	0.36
4	235	12.31	7	12.22	0.09	0.73
5	473	14.00	23	13.99	0.01	0.07
6	161	16.16	12	16.06	0.10	0.62
7	112	18.28	≤5	18.04	0.24	1.31
8	162	20.17	14	20.20	-0.03	-0.15
9	36	21.88				
10	77	23.76	8	23.99	-0.23	-0.97
11	20	26.25				
12	27	31.03	≤5	31.56	-0.53	-1.71
Chief Officers	12	50.16	≤5	66.26	-16.10	-32.10
Depute/Principal Educational Psychologist	≤5	41.19				
Senior Educational Psychologist	≤5	38.17				
Educational Psychologist	≤5	33.40				
Music Instructor	7	21.93				
Teacher	428	23.11	17	23.23	-0.12	-0.52%
Principal Teacher	98	29.62	≤5	28.97	0.65	2.19%
Depute Head	25	34.92				
Head Teacher	23	40.73				
Quality Improvement Officer	≤5	37.79				
Quality Improvement Manager	≤5	42.35				
Total	3,439	£15.54	146	£15.92	£-0.38	-2.45%

Not Disabled	3,439	£15.54
Disabled	146	£15.92
Difference		£-0.38
Pay Gap		-2.45%

Note: The total headcount is 4,148. *Blanks* and *Prefer not to answer* responses = 563.

Ethnicity Pay Gap 2020/21

Equal Pay Work Group	White British		Not White British		Difference £	Pay Gap %
	Count	Average Total Hourly Rate £	Count	Average Total Hourly Rate £		
1	345	9.34	10	9.34	0	0.00
2	521	9.98	21	9.93	0.05	0.50
3	739	10.59	20	10.57	0.02	0.19
4	213	11.86	10	11.93	-0.07	-0.59
5	447	13.6	34	13.72	-0.12	-0.88
6	144	15.8	14	16.02	-0.22	-1.39
7	111	17.92	9	17.85	0.07	0.39
8	140	19.69	20	19.75	-0.06	-0.30
9	33	21.57	6	21.67	-0.1	-0.46
10	67	23.71	12	23.75	-0.04	-0.17
11	20	26.07	6	26.05	0.02	0.08
12	23	31.02	≤5	31.25	-0.23	-0.74
C1	≤5	65.84				
C2	≤5	60.14				
C3	≤5	49.16				
C4	6	44.45				
Depute/Principal Educational Psychologist	≤5	38.9				
Senior Educational Psychologist	≤5	38.17				
Educational Psychologist	≤5	33.87				
Music Instructor	6	22.29				
Teacher	370	23.29	15	23.13	0.16	0.69
Principal Teacher	81	29.77	≤5	30.29	-0.52	-1.75
Depute Head	24	34.52				
Head Teacher	25	40.37				
Quality Improvement Officer	≤5	29.19				
Quality Improvement Manager	≤5	42.35				
Total	3,329	£14.81	181	£16.13	£-1.32	-8.91%

White British	3,329	£14.81
Not White British	181	£16.13
Difference		£-1.32
Pay Gap		-8.91%

Note: The total headcount is 4,093. *Blank and Prefer not to answer* responses = 583.

Ethnicity Pay Gap 2021/22

Equal Pay Work Group	White British		Not White British		Difference £	Pay Gap %
	Count	Average Total Hourly Rate £	Count	Average Total Hourly Rate £		
1	323	9.78	9	9.78	0.00	0.00
2	249	10.44	11	10.45	-0.01	-0.10
3	1,005	10.97	27	10.97	0.00	0.00
4	222	12.31	13	12.30	0.01	0.08
5	461	13.99	35	14.13	-0.14	-1.00
6	158	16.16	15	16.11	0.05	0.31
7	107	18.29	10	18.10	0.19	1.04
8	148	20.15	21	20.21	-0.06	-0.30
9	31	21.85	≤5	22.10	-0.25	-1.14
10	80	23.77	7	23.87	-0.10	-0.42
11	17	26.30	≤5	26.14	0.16	0.61
12	25	31.13	≤5	30.66	0.47	1.51
Chief Officers	13	51.40				
Depute/Principal Educational Psychologist						
Senior Educational Psychologist	≤5	38.16				
Educational Psychologist	≤5	34.75				
Music Instructor	6	22.67	≤5	17.51	5.16	22.76
Teacher	420	23.11	21	22.68	0.43	1.86
Principal Teacher	97	29.59	≤5	30.29	-0.70	-2.37
Depute Head	24	34.86				
Head Teacher	23	40.73				
Quality Improvement Officer	≤5	39.19	≤5	36.38	2.81	7.17
Quality Improvement Manager	≤5	42.35				
Total	3,417	£15.43	185	£16.55	£-1.12	-7.26%

White British	3,417	£15.43
Not White British	185	£16.55
Difference		£-1.12
Pay Gap		-7.26%

Note: The total headcount is 4,148. *Blank* and *Prefer not to answer* responses = 546.

Gender Pay Gap 2020/21

Equal Pay Work Group	Male		Female		Difference £	Pay Gap %
	Count	Average Total Hourly Rate £	Count	Average Total Hourly Rate £		
1	60	9.34	319	9.34	0	0.00
2	99	10.02	477	9.97	0.05	0.50
3	148	10.62	675	10.59	0.03	0.28
4	126	11.99	120	11.77	0.22	1.83
5	104	13.71	417	13.62	0.09	0.66
6	54	15.91	117	15.8	0.11	0.69
7	51	17.94	79	17.93	0.01	0.06
8	53	19.78	128	19.7	0.08	0.40
9	14	21.56	29	21.62	-0.06	-0.28
10	29	23.80	58	23.66	0.14	0.59
11	13	26.12	15	26	0.12	0.46
12	10	31.07	15	31.01	0.06	0.19
C1	≤5	65.85				
C2			≤5	60.14		
C3	≤5	49.16	≤5	49.16	0	0.00
C4	6	44.45	≤5	44.45	0	0.00
Principal/Depute Educational Psychologist	≤5	41.19	≤5	40.05	1.14	2.77
Senior Educational Psychologist			≤5	38.17		
Educational Psychologist			≤5	33.87		
Music Instructor	10	23.28	9	22.62	0.66	2.84
Teacher	114	23.76	494	24.12	-0.36	-1.52
Principal Teacher	55	29.99	99	29.68	0.31	1.03
Depute Head	11	34.09	33	34.44	-0.35	-1.03
Head Teacher	7	39.51	25	40.53	-1.02	-2.58
Quality Improvement Officer (QIO)*	≤5	40.6	≤5	39.19	1.41	3.47
Quality Improvement Manager			≤5	42.35		
Total	968	£16.77	3,125	£15.53	£1.24	7.39%

Male	968	£16.77
Female	3,125	£15.53
Difference		£1.24
Pay Gap		7.39%

Note: *Salaries for QIOs are set nationally. The Pay Gap here is due to female employees being new in post at the starting point of the banding for their grade. This will change as the employees progress through the salary points.

Gender Pay Gap 2021/22

Equal Pay Work Group	Male		Female		Difference £	Pay Gap %
	Count	Average Total Hourly Rate £	Count	Average Total Hourly Rate £		
1	64	9.78	293	9.78	0	0.00
2	75	10.45	209	10.44	0.01	0.10
3	167	11.00	925	10.96	0.04	0.36
4	138	12.38	126	12.24	0.14	1.13
5	99	14.05	432	14.00	0.05	0.36
6	60	16.23	126	16.13	0.1	0.62
7	52	18.29	72	18.29	0	0.00
8	49	20.23	142	20.15	0.08	0.40
9	17	21.81	23	21.93	-0.12	-0.55
10	31	23.85	59	23.75	0.10	0.42
11	14	26.44	12	25.87	0.57	2.16
12	9	31.26	19	30.94	0.32	1.02
Chief Officers	9	49.13	≤5	54.17	-5.04	-10.26
Principal/Depute Educational Psychologist	≤5	41.19	≤5	38.90	2.29	5.56
Senior Educational Psychologist			≤5	38.16		
Educational Psychologist	≤5	29.32	≤5	34.75	-5.43	-18.52
Music Instructor	8	23.28	10	21.76	1.52	6.53
Teacher	122	23.55	524	23.88	-0.33	-1.40
Principal Teacher	58	30.14	110	29.40	0.74	2.46
Depute Head	9	35.11	37	34.53	0.58	1.65
Head Teacher	6	40.61	24	40.57	0.04	0.10
Quality Improvement Officer	≤5	36.38	≤5	40.60	-4.22	-11.60
Quality Improvement Manager	≤5	42.35	≤5	42.35	0	0.00
Total	992	£17.16	3,156	£16.03	£1.13	6.59%

Male	992	£17.16
Female	3,156	£16.03
Difference		£1.13
Pay Gap		6.59%

12.0 Equal Pay Statement 2023

Policy Statement

This Equal Pay Policy Statement sets out how the Council will comply with the legal duties set out in The Equality Act 2010. In developing this Policy Statement 2023, notice has been taken of the guidance published by the Equality and Human Rights Commission.

Inverclyde Council supports the principles of equal opportunities in employment and believes that all staff, regardless of their Age; Disability; Ethnicity; Gender Reassignment; Marriage and Civil Partnership Status; Pregnancy and Maternity; Race; Religion or Belief; Sex; or Sexual Orientation, should receive equal pay for the same or broadly similar work, for work rated as equivalent and for work of equal value.

We believe it is in the Council's interest to ensure that pay is awarded fairly and equitably and proactive steps are taken to address equality issues and Pay Gaps between men and women. Unless barriers to men's and women's participation in occupations stereotypically dominated by one Sex, and to women achieving the most senior posts are removed, the Council cannot be confident that it is recruiting the most skilled and talented individuals.

The data included in Table 2.5 on Page 6 of the Equality Mainstreaming Report 2023 shows that the Ethnicity of the Council's workforce is broadly reflective of the community it serves. However, the Council is not complacent about this and will continue to consider methods to attract the broadest possible range of applicants for vacant Council positions to ensure that, not just the Protected Characteristics of Sex, Disability and Ethnicity, but all the Protected Characteristics are appropriately represented within its workforce.

According to the latest data, the Council's Gender Pay Gap continues to decrease and we do not have detrimental Ethnicity or Disability Pay Gaps. However, we will continue to monitor these and take appropriate steps to address any imbalance that occurs. Inverclyde Council is registered with the Disability Confident Scheme (DCS) at Level Three which we believe will assist in attracting disabled applicants. As part of the DCS, we have a staff forum on disability to further engage with our disabled employees and staff who have an interest in disability.

We believe, therefore, that we should operate a Pay and Grading System which is transparent, based on objective criteria and free from bias, on any grounds. We aim to avoid unfair discrimination, to reward fairly the skills, experience and potential of all employees thereby increasing motivation, loyalty, productivity and effectiveness and to enhance the Council's reputation and image.

The Council uses an analytical job evaluation system to assess the value of jobs and their place in the Council's Grading Structure. For teachers, promoted posts are subject to job sizing for salary purposes.

The Council's Pay and Grading Scheme is based on job evaluation and therefore, satisfies Equality Impact Assessments (EIAs) fully. The Council consulted with our Trade Unions to consolidate the National Living Wage into our Pay and Grading Structure from 1 April 2019 and, as part of this, another EIA was successfully completed in late 2018. The next EIA will be carried out in 2023.

In addition, the following examples further demonstrate the Council's commitment to a culture of equality of opportunity:

- as mentioned above, we introduced a Staff Disability Forum for disabled employees and those who have an interest in disability;
- recruitment and selection - managers are trained to short list using experience and qualifications. (other personal aspects of the applicant are not known by short list panel), interviews are competency-based, successful candidates chosen on merit and their details captured for all to refer to against selection pro-forma, with references only taken up for successful candidates;
- British Sign Language (BSL) – we will continue with the implementation of our BSL Plan 2018/24;
- work-life balance - our Family Friendly and Work Life Balance Policy includes a range of varying working patterns for employees to consider;
- flexible working - allows daily attendance flexibility;

- Modern Apprentices Scheme - to help recruit young people from that age bracket/group;
- Inverclyde Jobs Recovery Plan - aims to create employment opportunities for local people;
- DCS – as outlined above, we are fully signed up to support existing disabled staff and attract new disabled candidates;
- the Workforce Information and Activity Reports highlight equality amongst other reporting and pose challenges to address, where relevant;
- diversity training is provided through face-to-face and e-learning opportunities;
- equality awareness training will be promoted for all employees;
- policies and procedures are in place to support employees to raise examples of any behaviour exhibited against expected high equality standards, for example, whistleblowing, grievance, and our Dignity and Respect and Equality and Diversity Policies; and
- we are aware of the diversity of the local population and recognition of the value for all groups represented in employee population.

Our Objectives

We have one simple objective:

- To eliminate any unfair, unjust or unlawful practices that impact on pay equality.

Our Actions

In order to put Inverclyde Council's commitment to providing equal pay into practice, we will take the following steps:

- continue to work with Trade Union representatives following the implementation of job evaluation and the Single Status Agreement which developed a Pay and Grading Model free of sex-bias;
- the new Pay and Grading Model introduced at Single Status is based on the national Job Evaluation Scheme which was then applied locally following an EIA by a national expert;
- a favourable EIA was carried out in March 2013 on our Pay and Grading Structure by an independent expert and more recently in 2018 to incorporate the Living Wage into our Pay and Grading Structure;
- in partnership with the Trade Unions, implement regular Equal Pay Reviews in line with EHRC guidance for all staff, to identify any Pay Gaps and their causes;
- assess and review the findings of the Equal Pay Review and take action to address any Gaps identified;
- provide training and guidance for those involved in determining pay and benefits;
- inform employees of how these practices work and how their own pay is determined;
- respond to grievances; and
- monitor pay statistics annually.

Responsibility for delivering the Policy

The Council's Corporate Director - Education, Communities and Organisational Development is the lead officer for monitoring and promoting equality across the Council and ensuring the delivery of the Council's Equality Outcomes 2021/25. The Head of Organisational Development, Policy and Communications is responsible for meeting equalities duties in respect of employment and equal pay. He will also be responsible for ensuring the commitments made in this Statement 2023 are implemented.