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Duty to gather and use employee information

Introduction

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 2019 Mainstreaming Report comprises the following by protected characteristic: -

- Composition of employees (as at January 2018 (for year 2017) and as at January 2019 (for year 2018))
- Recruitment information, namely applicants and successful applicants for calendar years 2017 and 2018
- Development information, namely employees who undertook corporate training in calendar years 2017 and 2018 and also employees involved in discipline and grievance cases in calendar years 2017 and 2018
- Retention information, namely employees who left the organisation in calendar years 2017 and 2018

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:-

People and Organisation have been, and will be, involved in pursuing initiatives in relation to employment equality covering the various protected characteristics. These initiatives are linked to meeting the employment related 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 employee information contained in this report will be used in relation to the planning of future equality related initiatives going forward. Also, the employee information will continue to be compared 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 to address this.

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

Race

Ran employability skills sessions targeted at ethnic minorities to assist individuals with understanding recruitment and selection processes, in making job applications and preparing for interviews.

Gender

Undertook a gender pay audit to identify whether there were any gaps in relation to either basic pay or total pay.

Religion and Belief

Compiled a leaflet to advertise the multi-faith room in the Council's HQ building, which was distributed around the building.

LGBT

Undertook a posting on the intranet to raise employee awareness of various events taking place as part of LGBT History Month.

Age

Launched an apprenticeship programme which includes Foundation Apprenticeships, Modern Apprenticeships and Graduate Apprenticeships.

Disability

Undertook a review of the Disability in the Workplace guidance with relevant updates made to the document.

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.

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

Council Workforce - composition of employees (at January 2018 (for calendar year 2017) and at January 2019 (for calendar year 2018))

Employees in Post by Gender

Gender	2017		2018	
	Numbers	%	Numbers	%
Female	5754	68.6%	5629	69.33%
Male	2634	31.4%	2490	30.67%
Total	-	100%	-	100.00%

Employees in Post by Age

AGE	2017		2018	
	Numbers	%	Numbers	%
Under 20	42	0.5%	43	0.53%
20-29	1274	15.2%	1165	14.35%
30-39	1854	22.1%	1863	22.95%
40-49	1969	23.5%	1918	23.62%
50-59	2302	27.4%	2179	26.84%
60+	947	11.3%	951	11.71%
Total	-	100%	-	100.00%

Employees in Post by Marital Status

Marital Status	2017		2018	
	Numbers	%	Numbers	%
Divorced	277	3.3%	244	3.01%
Separated	124	1.5%	126	1.55%
Living with Partner	580	6.9%	557	6.86%
Married/Civil Partnership	3182	37.9%	3089	38.05%
Single	1328	15.8%	1357	16.71%
Divorced/Separated	53	0.6%	51	0.63%
Widowed	84	1.0%	71	0.87%
Not Completed	2440	29.1%	2300	28.33%
Prefer Not to Answer	320	3.8%	324	3.99%
Total	-	100%	-	100.00%

Employees in Post by Disability

Disability	2017		2018	
	Numbers	%	Numbers	%
Yes	235	2.8%	213	2.62%
No	5600	66.8%	5600	68.97%
Not Completed	2016	24.0%	1853	22.82%
Prefer Not to Answer	537	6.4%	453	5.58%
Total	-	100%	-	100.00%

Employees in Post by Ethnicity

Ethnicity	2017		2018	
	Numbers	%	Numbers	%
African	22	0.26%	23	0.28%
African - Other	18	0.21%	13	0.16%
Other - Arab	24	0.29%	24	0.30%
Asian -Bangladeshi	5	0.06%	6	0.07%
Asian - Chinese	15	0.18%	16	0.20%
Asian - Indian	34	0.41%	36	0.44%
Asian - Other	29	0.35%	26	0.32%
Asian - Pakistani	6	0.07%	5	0.06%
Black	Under 5	0.04%	6	0.07%
Caribbean	Under 5	0.02%	Under 5	0.01%
Other Caribbean or Black	Under 5	0.05%	6	0.07%
Mixed or Multiple	40	0.48%	35	0.43%
Other	824	9.82%	744	9.16%
White - Polish	46	0.55%	58	0.71%
White - Eastern European	46	0.55%	49	0.60%
White - Gypsy/Traveller	Under 5	0.01%	0	0.00%
White - Irish	78	0.93%	69	0.85%
White -Other white ethnic group	126	1.50%	124	1.53%
White - Other British	475	5.66%	437	5.38%
White - Scottish	4551	54.26%	4347	53.54%
Not Completed	1521	18.13%	1621	19.97%
Prefer Not to Answer	518	6.18%	473	5.83%
Total	-	100%	-	100.00%

Employees in Post by Nationality

Nationality	2017		2018	
	Numbers	%	Numbers	%
British	1161	13.8%	1110	13.67%
English	135	1.6%	117	1.44%
Northern Irish	39	0.5%	38	0.47%
Other	383	4.6%	373	4.59%
Scottish	4151	49.5%	3941	48.54%
Welsh	22	0.3%	20	0.25%
Not Completed	2426	28.9%	2453	30.21%
Prefer Not to Answer	71	0.8%	67	0.83%
Total	-	100%	-	100.00%

Employees in Post by Religion

Religion	2017		2018	
	Numbers	%	Numbers	%
Buddhist	19	0.23%	18	0.22%
Other Christian	891	10.62%	817	10.06%
Church of Scotland	1284	15.31%	1222	15.05%
Roman Catholic	429	5.11%	423	5.21%
Hindu	16	0.19%	15	0.18%
Humanist	51	0.61%	51	0.63%
Jewish	6	0.07%	5	0.06%
Muslim	50	0.60%	43	0.53%
None	2795	33.32%	2682	33.03%
Other Religion or Belief	55	0.66%	50	0.62%
Pagan	27	0.32%	22	0.27%
Sikh	Under 5	0.05%	Under 5	0.05%
Not Completed	2147	25.60%	2171	26.74%
Prefer Not to Answer	614	7.32%	596	7.34%
Total	-	100%	-	100.00%

Employees in Post by Sexual Orientation

Sexual Orientation	2017		2018	
	Numbers	%	Numbers	%
Bisexual	26	0.31%	27	0.33%
Gay	58	0.69%	54	0.67%
Heterosexual/Straight	5147	61.36%	4956	61.04%
Lesbian	24	0.29%	23	0.28%
Other	Under 5	0.05%	0	0.00%
Not Completed	2625	31.29%	2597	31.99%
Prefer Not to Answer	504	6.01%	462	5.69%
Total	-	100%	-	100.00%

Employees in Post by Gender Identity

Gender Identity*	2017		2018	
	Numbers	%	Numbers	%
Yes	6	0.1%	7	0.09%
No	5589	66.6%	5353	65.93%
Not Completed	2657	31.7%	2644	32.57%
Prefer Not to Answer	136	1.6%	115	1.42%
Total	-	100%	-	100.00%

* identifying as a transgender person or trans person

**Recruitment information for the Council as a whole for period
2017 (01/01/17-31/12/17) and 2018 (01/01/18 – 31/12/18)**

Gender	2017				2018			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Female	16002	61.84	1056	72.63	8740	71.85	639	71.56
Male	9536	36.85	379	26.07	3308	27.20	237	26.54
Prefer Not to Answer	339	1.31	19	1.31	116	0.95	17	1.90
Total	-	100	-	100	-	100	-	100

Age	2017				2018			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Number s	%	Number s	%	Number s	%	Number s	%
Under 20	643	2.48	24	1.65	282	2.32	17	1.90
20-29	8760	33.85	459	31.57	3729	30.66	269	30.12
30-39	7064	27.30	389	26.75	3653	30.03	250	28.00
40-49	4870	18.82	307	21.11	2400	19.73	164	18.37
50-59	3265	12.62	205	14.10	1485	12.21	140	15.68
60+	704	2.72	37	2.54	394	3.24	22	2.46
Not Completed	571	2.21	33	2.27	221	1.82	31	3.47
Total	-	100	-	100	-	100	-	100

Marital Status	2017				2018			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Divorced	1149	4.44	51	3.51	485	3.99	21	2.35
Separated	596	2.30	40	2.75	336	2.76	25	2.79
Living with Partner	3743	14.46	231	15.89	1733	14.25	129	14.40
Married/Civil Partnership	8595	33.21	546	37.55	4383	36.03	336	37.63
Single	10912	42.17	542	37.28	4852	39.88	343	38.40
Widowed	158	0.61	8	0.55	64	0.53	7	0.78
Not Completed	336	1.30	17	1.17	92	0.76	15	1.68
Prefer Not to Answer	388	1.50	19	1.31	219	1.80	17	1.90
Total	-	100	-	100	-	100	-	100

Disability	2017				2018			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	1195	4.62	49	3.37	568	4.67	22	2.46
No	24121	93.21	1371	94.29	11325	93.1	851	95.30
Not Completed	297	1.15	16	1.10	115	0.95	11	1.23
Prefer Not to Answer	264	1.02	18	1.24	156	1.28	9	1.01
Total	-	100	-	100	-	100	-	100

Ethnicity	2017				2018			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
African	308	1.19	20	1.38	140	1.15	8	0.90
African - Other	646	2.50	16	1.10	215	1.77	7	0.78
Other - Arab	104	0.40	7	0.48	30	0.25	Under 5	0.34
Asian - Bangladeshi	115	0.44	Under 5	0.07	38	0.31	Under 5	0.11
Asian - Chinese	96	0.37	Under 5	0.21	41	0.34	Under 5	0.11
Asian - Indian	601	2.32	18	1.24	254	2.09	9	1.01
Asian - Other	289	1.12	14	0.96	94	0.77	Under 5	0.34
Asian - Pakistani	110	0.43	Under 5	0.28	71	0.58	Under 5	0.11
Black	155	0.60	Under 5	0.14	45	0.37	Under 5	0.34
Caribbean	61	0.24	0	0	12	0.10	Under 5	0.11
Other Caribbean or Black	38	0.15	0	0	9	0.07	Under 5	0.22
Mixed or Multiple	209	0.81	14	0.96	117	0.96	Under 5	0.22
Other	0	0	0	0	0	0.00	0	0.00
White - Polish	1005	3.88	33	2.27	657	5.40	28	3.14
White - Eastern European	583	2.25	13	0.89	259	2.13	12	1.34
White - Gypsy/Travelle r	Under 5	0	0	0	Under 5	0.02	Under 5	0.11
White - Irish	250	0.97	27	1.86	94	0.77	22	2.46
White -Other white ethnic group	1600	6.18	75	5.16	899	7.39	38	4.26
White - Other British	1988	7.68	150	10.32	1026	8.43	84	9.41

White - Scottish	16669	64.42	1014	69.74	7778	63.94	631	70.66
Not Completed	651	2.52	29	1.10	173	1.42	21	2.35
Prefer Not to Answer	398	1.54	14	0.96	209	1.72	15	1.68
Total	-	100	-	100	-	100	-	100

Nationality	2017				2018			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
British	5086	19.65	337	23.18	2379	19.56	191	21.39
English	620	2.40	44	3.03	331	2.72	23	2.58
Northern Irish	120	0.46	14	0.96	59	0.49	12	1.34
Other	0	0	0	0	0	0.00	0	0.00
Scottish	14377	55.56	845	58.12	6730	55.33	525	58.79
Welsh	82	0.32	Under 5	0.28	19	0.16	0	0.00
Not Completed	5098	19.70	193	13.27	2406	19.78	126	14.11
Prefer Not to Answer	494	1.91	17	1.17	240	1.97	16	1.79
Total	-	100	-	100	-	100	-	100

Religion	2017				2018			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Buddhist	99	0.38	6	0.41	38	0.31	Under 5	0.22
Other Christian	2962	11.45	152	10.45	1445	11.88	82	9.18
Church of Scotland	3291	12.72	221	15.20	1400	11.51	142	15.90
Roman Catholic	2521	9.74	128	8.80	1416	11.64	89	9.97
Hindu	366	1.41	9	0.62	159	1.31	Under 5	0.45
Humanist	331	1.28	26	1.79	175	1.44	14	1.57
Jewish	16	0.06	Under 5	0.21	12	0.10	0	0.00
Muslim	562	2.17	25	1.72	208	1.71	8	0.90
None	12927	49.96	726	49.93	6065	49.86	448	50.17
Other Religion or Belief	243	0.94	16	1.10	82	0.67	8	0.90
Pagan	52	0.20	0	0.00	20	0.16	Under 5	0.11
Sikh	17	0.07	Under 5	0.07	7	0.06	0	0.00
Not Completed	1004	3.88	41	2.82	437	3.59	29	3.25
Prefer Not to Answer	1486	5.74	100	6.88	700	5.75	66	7.39
Total	-	100	-	100	-	100	-	100

Sexual Orientation	2017				2018			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Bisexual	392	1.51	16	1.10	215	1.77	13	1.46
Gay	393	1.52	21	1.44	116	0.95	11	1.23
Heterosexual/Straight	23345	90.22	1326	91.20	10912	89.71	804	90.03
Lesbian	171	0.66	11	0.76	72	0.59	8	0.90
Other	96	0.37	Under 5	0.28	55	0.45	Under 5	0.11
Not Completed	428	1.65	20	1.38	236	1.94	20	2.24
Prefer Not to Answer	1052	4.07	56	3.85	558	4.59	36	4.03
Total	-	100	-	100	-	100	-	100

Gender Identity *	2017				2018			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	54	0.21	Under 5	0.07	37	0.30	Under 5	0.34
No	25287	97.72	1426	98.07	11915	97.95	869	97.31
Not Completed	320	1.24	17	1.17	87	0.72	14	1.57
Prefer Not to Answer	216	0.83	10	0.69	125	1.03	7	0.78
Total	-	100	-	100	-	100	-	100

* identifying as a transgender person or trans person

Training Information for the Council as a whole for period 2017 (01/01/17 – 31/12/17) and 2018 (01/01/18 – 31/12/18)

	2017		2018	
Gender	Numbers	%	Numbers	%
Female	11450	71.5%	17450	73.96%
Male	4572	28.5%	6145	26.04%
Total	-	100%	-	100.00%

	2017		2018	
AGE	Numbers	%	Numbers	%
Under 20	73	0.5%	94	0.40%
20-29	3118	19.5%	3105	13.16%
30-39	3639	22.7%	5250	22.25%
40-49	3942	24.6%	5968	25.29%
50-59	4174	26.1%	6772	28.70%
60+	1076	6.7%	2406	10.20%
Total	-	100%	-	100.00%

Marital Status	2017		2018	
	Numbers	%	Numbers	%
Divorced	686	4.3%	907	3.84%
Separated	287	1.8%	474	2.01%
Living with Partner	1620	10.1%	1696	7.19%
Married/Civil Partnership	6019	37.6%	9877	41.86%
Single	2954	18.4%	4091	17.34%
Divorced/Separated	93	0.6%	214	0.91%
Widowed	108	0.7%	198	0.84%
Not Completed	3670	22.9%	5008	21.22%
Prefer Not to Answer	585	3.7%	1130	4.79%
Total	-	100%	-	100.00%

Disability	2017		2018	
	Numbers	%	Numbers	%
Yes	576	3.6%	697	2.95%
No	11245	70.2%	17613	74.65%
Not Completed	3403	21.2%	4126	17.49%
Prefer Not to Answer	798	5.0%	1159	4.91%
Total	-	100%	-	100.00%

Ethnicity	2017		2018	
	Numbers	%	Numbers	%
African	100	0.62%	73	0.31%
African - Other	82	0.51%	70	0.30%
Other - Arab	43	0.27%	90	0.38%
Asian -Bangladeshi	28	0.17%	54	0.23%
Asian - Chinese	38	0.24%	28	0.12%
Asian - Indian	112	0.70%	126	0.53%
Asian - Other	71	0.44%	91	0.39%
Asian - Pakistani	52	0.32%	9	0.04%
Black	40	0.25%	31	0.13%
Caribbean	Under 5	0.01%	6	0.03%
Other Caribbean or Black	Under 5	0.02%	28	0.12%
Mixed or Multiple	106	0.66%	93	0.39%
Other	1177	7.35%	2173	9.21%
White - Polish	59	0.37%	213	0.90%
White - Eastern European	79	0.49%	144	0.61%
White - Gypsy/Traveller	0	0.00%	9	0.04%
White - Irish	83	0.52%	152	0.64%
White - Other white ethnic group	275	1.72%	429	1.82%
White - Other British	1336	8.34%	1334	5.65%
White - Scottish	8871	55.37%	13292	56.33%
Not Completed	2717	16.96%	4228	17.92%
Prefer Not to Answer	747	4.66%	922	3.91%
Total	-	100%	-	100.00%

	2017		2018	
Nationality	Numbers	%	Numbers	%
British	2684	16.8%	3379	14.32%
English	349	2.2%	340	1.44%
Northern Irish	38	0.2%	82	0.35%
Other	794	5.0%	1264	5.36%
Scottish	7892	49.3%	11946	50.63%
Welsh	73	0.5%	56	0.24%
Not Completed	4088	25.5%	6350	26.91%
Prefer Not to Answer	104	0.6%	178	0.75%
Total	-	100%	-	100.00%

Religion	2017		2018	
	Numbers	%	Numbers	%
Buddhist	14	0.09%	31	0.13%
Other Christian	1832	11.43%	2491	10.56%
Church of Scotland	2248	14.03%	3836	16.26%
Roman Catholic	811	5.06%	1245	5.28%
Hindu	55	0.34%	69	0.29%
Humanist	198	1.24%	161	0.68%
Jewish	7	0.04%	11	0.05%
Muslim	105	0.66%	155	0.66%
None	5562	34.71%	7878	33.39%
Other Religion or Belief	128	0.80%	96	0.41%
Pagan	31	0.19%	160	0.68%
Sikh	Under 5	0.02%	16	0.07%
Not Completed	3789	23.65%	5447	23.09%
Prefer Not to Answer	1239	7.73%	1999	8.47%
Total	-	100%	-	100.00%

Sexual Orientation	2017		2018	
	Numbers	%	Numbers	%
Bisexual	95	0.59%	221	0.94%
Gay	107	0.67%	310	1.31%
Heterosexual/Straight	10577	66.02%	15016	63.64%
Lesbian	54	0.34%	80	0.34%
Other	16	0.10%	11	0.05%
Not Completed	4466	27.87%	6505	27.57%
Prefer Not to Answer	707	4.41%	1452	6.15%
Total	-	100%	-	100.00%

Gender Identity*	2017		2018	
	Numbers	%	Numbers	%
Yes	Under 5	0.02%	29	0.12%
No	11285	70.43%	16124	68.34%
Not Completed	4557	28.44%	7096	30.07%
Prefer Not to Answer	177	1.10%	346	1.47%
Total	-	100%	-	100.00%

* identifying as a transgender person or trans person

Leavers Information for the Council as a whole for period 2017 (01/01/17 – 31/12/17) and 2018 (01/01/18 – 31/12/18)

	2017		2018	
Gender	Numbers	%	Numbers	%
Female	816	68.3%	851	68.74%
Male	378	31.7%	387	31.26%
Total	-	100%	-	100.00%

	2017		2018	
AGE	Numbers	%	Numbers	%
Under 20	15	1.3%	8	0.65%
20-29	236	19.8%	234	18.90%
30-39	253	21.2%	253	20.44%
40-49	170	14.2%	195	15.75%
50-59	218	18.3%	250	20.19%
60+	302	25.3%	298	24.07%
Total	-	100%	-	100.00%

Marital Status	2017		2018	
	Numbers	%	Numbers	%
Divorced	38	3.2%	48	3.88%
Separated	12	1.0%	12	0.97%
Living with Partner	61	5.1%	88	7.11%
Married/Civil Partnership	443	37.1%	422	34.09%
Single	163	13.7%	180	14.54%
Divorced/Separated	Under 5	0.1%	0	0.00%
Widowed	22	1.8%	17	1.37%
Not Completed	413	34.6%	412	33.28%
Prefer Not to Answer	41	3.4%	50	4.04%
Total	-	100%	-	100.00%

Disability	2017		2018	
	Numbers	%	Numbers	%
Yes	36	3.0%	32	2.58%
No	775	64.9%	764	61.71%
Not Completed	299	25.0%	384	31.02%
Prefer Not to Answer	84	7.0%	58	4.68%
Total	-	100%	-	100.00%

Ethnicity	2017		2018	
	Numbers	%	Numbers	%
African	Under 5	0.34%	5	0.40%
African - Other	Under 5	0.17%	5	0.40%
Other - Arab	Under 5	0.08%	0	0.00%
Asian -Bangladeshi	Under 5	0.17%	Under 5	0.08%
Asian - Chinese	Under 5	0.08%	Under 5	0.08%
Asian - Indian	Under 5	0.25%	5	0.40%
Asian - Other	Under 5	0.25%	6	0.48%
Asian - Pakistani	Under 5	0.34%	Under 5	0.24%
Black	Under 5	0.08%	Under 5	0.16%
Caribbean	Under 5	0.17%	Under 5	0.16%
Other Caribbean or Black	0	0.00%	0	0.00%
Mixed or Multiple	Under 5	0.25%	8	0.65%
Other	111	9.30%	99	8.00%
White - Polish	10	0.84%	Under 5	0.32%
White - Eastern European	7	0.59%	6	0.48%
White - Gypsy/Traveller	0	0.00%	0	0.00%
White - Irish	18	1.51%	19	1.53%
White -Other white ethnic group	16	1.34%	28	2.26%
White - Other British	70	5.86%	81	6.54%
White - Scottish	643	53.85%	547	44.18%
Not Completed	239	20.02%	342	27.63%
Prefer Not to Answer	54	4.52%	70	5.65%
Total	-	100%	-	100.00%

	2017		2018	
Nationality	Numbers	%	Numbers	%
British	167	14.0%	168	13.57%
English	23	1.9%	27	2.18%
Northern Irish	11	0.9%	5	0.40%
Other	55	4.6%	75	6.06%
Scottish	566	47.4%	500	40.39%
Welsh	Under 5	0.2%	Under 5	0.16%
Not Completed	359	30.1%	450	36.35%
Prefer Not to Answer	11	0.9%	11	0.89%
Total	-	100%	-	100.00%

Religion	2017		2018	
	Numbers	%	Numbers	%
Buddhist	9	0.75%	Under 5	0.08%
Other Christian	137	11.47%	128	10.34%
Church of Scotland	187	15.66%	152	12.28%
Roman Catholic	63	5.28%	62	5.01%
Hindu	Under 5	0.25%	Under 5	0.24%
Humanist	8	0.67%	10	0.81%
Jewish	0	0.00%	Under 5	0.08%
Muslim	11	0.92%	8	0.65%
None	366	30.65%	346	27.95%
Other Religion or Belief	11	0.92%	7	0.57%
Pagan	7	0.59%	6	0.48%
Sikh	0	0.00%	0	0.00%
Not Completed	309	25.88%	417	33.68%
Prefer Not to Answer	83	6.95%	97	7.84%
Total	-	100%	-	100.00%

	2017		2018	
Sexual Orientation	Numbers	%	Numbers	%
Bisexual	Under 5	0.3%	5	0.40%
Gay	10	0.8%	8	0.65%
Heterosexual/Straight	733	61.4%	668	53.96%
Lesbian	5	0.4%	Under 5	0.32%
Other	0	0.0%	0	0.00%
Not Completed	378	31.7%	473	38.21%
Prefer Not to Answer	65	5.4%	80	6.46%
Total	-	100%	-	100.00%

	2017		2018	
Gender Identity*	Numbers	%	Numbers	%
Yes	Under 5	0.2%	Under 5	0.16%
No	772	64.7%	723	58.40%
Not Completed	389	32.6%	487	39.34%
Prefer Not to Answer	31	2.6%	26	2.10%
Total	-	100%	-	100.00%

* identifying as a transgender person or trans person

Disciplinary information for the Council as a whole for period 2017 (01/01/17-31/12/17) and 2018 (01/01/18-31/12/18)

Gender	2017		2018	
	No	(%)	No	(%)
Female	39	25.5%	29	34.12%
Male	114	74.5%	56	65.88%
Total	-	100.0%	-	100.00%

Age	2017		2018	
	No	(%)	No	(%)
Under 20	Under 5	1.3%	0	0.00%
20-29	24	15.7%	17	20.00%
30-39	36	23.5%	20	23.53%
40-49	30	19.6%	22	25.88%
50-59	43	28.1%	18	21.18%
60+	18	11.8%	8	9.41%
Total	-	100.0%	-	100.00%

Marital Status	2017		2018	
	No	(%)	No	(%)
Divorced	0	0.0%	Under 5	1.18%
Separated	0	0.0%	0	0.00%
Divorced/Separated	13	8.5%	Under 5	1.18%
Living with Partner	18	11.8%	Under 5	2.35%
Married/Civil Partnership	34	22.2%	17	20.00%
Single	25	16.3%	18	21.18%
Widowed	Under 5	2.0%	Under 5	1.18%
Not Completed	52	34.0%	41	48.24%
Prefer Not to Answer	8	5.2%	Under 5	4.71%
Total	-	100.0%	-	100.00%

Disability	2017		2018	
	No	(%)	No	(%)
Yes	11	7.2%	Under 5	3.53%
No	92	60.1%	59	69.41%
Not Completed	47	30.7%	18	21.18%
Prefer Not to Answer	Under 5	2.0%	5	5.88%
Total	-	100.0%	-	100.00%

Ethnicity	2017		2018	
	No	(%)	No	(%)
African	0	0.0%	0	0.00%
African- Other	0	0.0%	Under 5	1.18%
Arab- Other	Under 5	0.7%	Under 5	1.18%
Asian- Bangladeshi	0	0.0%	0	0.00%
Asian- Chinese	0	0.0%	0	0.00%
Asian- Indian	0	0.0%	0	0.00%
Asian- Other	0	0.0%	Under 5	1.18%
Asian- Pakistani	0	0.0%	0	0.00%
Black	0	0.0%	0	0.00%
Caribbean	0	0.0%	0	0.00%
Other Caribbean or Black	0	0.0%	0	0.00%
Mixed or Multiple	0	0.0%	Under 5	1.18%
Other	0	0.0%	12	14.12%
White – Polish	0	0.0%	Under 5	1.18%
White- Eastern European	Under 5	0.7%	0	0.00%
White- Gypsy/Traveller	0	0.0%	0	0.00%
White- Irish	Under 5	0.7%	Under 5	1.18%
White- Other white ethnic group	Under 5	0.7%	Under 5	3.53%
White- Other British	6	3.9%	Under 5	2.35%
White- Scottish	86	56.2%	38	44.71%
Not Completed	15	9.8%	13	15.29%
Prefer Not to Answer	42	27.5%	11	12.94%
Total	-	100.0%	-	100.00%

National Identity	2017		2018	
	No	(%)	No	(%)
British	8	5.2%	7	8.24%
English	Under 5	2.6%	0	0.00%
Northern Irish	Under 5	0.7%	0	0.00%
Other	Under 5	2.0%	9	10.59%
Scottish	89	58.2%	34	40.00%
Welsh	0	0.0%	0	0.00%
Not Completed	45	29.4%	33	38.82%
Prefer Not to Answer	Under 5	2.0%	Under 5	2.35%
Total	-	100.0%	-	100.00%

Religion	2017		2018	
	No	(%)	No	(%)
Buddhist	0	0.0%	0	0.00%
Christian Other	6	3.9%	8	9.41%
Church of Scotland	23	15.0%	9	10.59%
Roman Catholic	Under 5	2.6%	5	5.88%
Hindu	0	0.0%	0	0.00%
Humanist	0	0.0%	0	0.00%
Jewish	0	0.0%	0	0.00%
Muslim	0	0.0%	Under 5	1.18%
None	63	41.2%	32	37.65%
Other	0	0.0%	0	0.00%
Pagan	Under 5	0.7%	0	0.00%
Sikh	0	0.0%	0	0.00%
Not Completed	43	28.1%	23	27.06%
Prefer Not to Answer	13	8.5%	7	8.24%
Total	-	100.0%	-	100.00%

Sexual Orientation	2017		2018	
	No	(%)	No	(%)
Bisexual	Under 5	0.7%	0	0.00%
Gay	Under 5	0.7%	0	0.00%
Heterosexual/Straight	92	60.1%	50	58.82%
Lesbian	0	0.0%	0	0.00%
Not Completed	49	32.0%	27	31.76%
Prefer Not to Answer	10	6.5%	8	9.41%
Total	-	100.0%	-	100.00%

Gender Identity *	2017		2018	
	No	(%)	No	(%)
Yes	Under 5	0.7%	0	0.00%
No	102	66.7%	49	57.65%
Not Completed	48	31.4%	35	41.18%
Prefer Not to Answer	Under 5	1.3%	Under 5	1.18%
Total	-	100%	-	100.00%

* identifying as a transgender person or trans person

Grievance information for the Council as a whole for period 2017 (01/01/17-31/12/17) and 2018 (01/01/18-31/12/18)

Gender	2017		2018	
	No	(%)	No	(%)
Female	10	45.5%	18	66.67%
Male	12	54.5%	9	33.33%
Total	-	100.0%	-	100.00%

Age	2017		2018	
	No	(%)	No	(%)
Under 20	0	0.0%	0	0.00%
20-29	Under 5	9.1%	Under 5	3.70%
30-39	Under 5	18.2%	6	22.22%
40-49	Under 5	18.2%	7	25.93%
50-59	10	45.5%	5	18.52%
60+	Under 5	9.1%	8	29.63%
Total	-	100.0%	-	100.00%

Marital Status	2017		2018	
	No	(%)	No	(%)
Divorced/Separated	Under 5	4.5%	0	0.00%
Divorced	0	0.0%	Under 5	3.70%
Living with Partner	Under 5	9.1%	Under 5	3.70%
Married/Civil Partnership	14	63.6%	13	48.15%
Separated	0	0.0%	0	0.00%
Single	Under 5	4.5%	6	22.22%
Widowed	0	0.0%	0	0.00%
Not Completed	Under 5	18.2%	5	18.52%
Prefer Not to Answer	0	0.0%	Under 5	3.70%
Total	-	100.0%	-	100.00%

Disability	2017		2018	
	No	(%)	No	(%)
Yes	Under 5	4.5%	Under 5	3.70%
No	16	72.7%	16	59.26%
Not Completed	Under 5	18.2%	8	29.63%
Prefer Not to Answer	Under 5	4.5%	Under 5	7.41%
Total	-	100.0%	-	100.00%

Ethnicity	2017		2018	
	No	(%)	No	(%)
Arab - Other	0	0.0%	Under 5	3.70%
African	0	0.0%	0	0.00%
African- Other	0	0.0%	0	0.00%
Asian- Bangladeshi	0	0.0%	0	0.00%
Asian- Chinese	0	0.0%	0	0.00%
Asian- Indian	Under 5	4.5%	0	0.00%
Asian- Other	0	0.0%	0	0.00%
Asian- Pakistani	0	0.0%	0	0.00%
Black	0	0.0%	0	0.00%
Caribbean	0	0.0%	0	0.00%
Other Caribbean or Black	0	0.0%	0	0.00%
Mixed or Multiple	0	0.0%	0	0.00%
Other	Under 5	13.6%	6	22.22%
White- Eastern European	0	0.0%	0	0.00%
White- Gypsy/Traveller	0	0.0%	0	0.00%
White- Irish	0	0.0%	Under 5	7.41%
White – Polish	0	0.0%	0	0.00%
White- Other white ethnic group	Under 5	4.5%	0	0.00%
White- Other British	Under 5	9.1%	0	0.00%
White- Scottish	11	50.0%	12	44.44%
Not Completed	Under 5	4.5%	Under 5	7.41%
Prefer Not to Answer	Under 5	13.6%	Under 5	14.81%
Total	-	100.0%	-	100.00%

National Identity	2017		2018	
	No	(%)	No	(%)
British	Under 5	9.1%	Under 5	14.81%
English	Under 5	9.1%	0	0.00%
Northern Irish	0	0.0%	0	0.00%
Other	Under 5	4.5%	Under 5	7.41%
Scottish	11	50.0%	12	44.44%
Welsh	0	0.0%	0	0.00%
Not Completed	6	27.3%	9	33.33%
Prefer Not to Answer	0	0.0%	0	0.00%
Total	-	100.0%	-	100.00%

Religion	2017		2018	
	No	(%)	No	(%)
Buddhist	0	0.0%	0	0.00%
Christian Other	Under 5	9.1%	Under 5	3.70%
Church of Scotland	Under 5	18.2%	Under 5	7.41%
Roman Catholic	0	0.0%	Under 5	11.11%
Hindu	0	0.0%	0	0.00%
Humanist	Under 5	4.5%	Under 5	3.70%
Jewish	0	0.0%	0	0.00%
Muslim	0	0.0%	0	0.00%
None	8	36.4%	10	37.04%
Other	0	0.0%	0	0.00%
Pagan	0	0.0%	0	0.00%
Sikh	0	0.0%	0	0.00%
Not Completed	Under 5	18.2%	8	29.63%
Prefer Not to Answer	Under 5	13.6%	Under 5	7.41%
Total	-	100.0%	-	100.00%

Sexual Orientation	2017		2018	
	No	(%)	No	(%)
Bisexual	0	0.0%	0	0.00%
Gay	0	0.0%	0	0.00%
Heterosexual/Straight	16	72.7%	15	55.56%
Lesbian	0	0.0%	0	0.00%
Not Completed	5	22.7%	10	37.04%
Prefer Not to Answer	Under 5	4.5%	Under 5	7.41%
Total	-	100.0%	-	100.00%

Gender Identity *	2017		2018	
	No	(%)	No	(%)
Yes	0	0.0%	0	0.00%
No	15	68.2%	17	62.96%
Not Completed	7	31.8%	10	37.04%
Prefer Not to Answer	0	0.0%	0	0.00%
Total	-	100.0%	-	100.00%

* identifying as a transgender person or trans person

Analysis of information

Aberdeen City Council – Composition of employees (at January 2018, for year 2017 and at January 2019, for year 2018)

Employees in post by Gender

In 2017, the majority of employees in the Council are female (68.6%) with the minority male (31.4%). This compares with 68.8% female and 31.2% 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 2018, the majority of employees in the Council are female (69.3%) with the minority male (30.7%). This compares with 68.8% female and 31.2% 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 2017 the largest proportion of employees are in the 50-59 age band (27.4%) followed by the 40-49 (23.5%). The smallest proportion of employees is in the under 20 age band (0.5%) followed by the 60+ age band (11.3%). This indicates that the majority of the Council's employees are aged 40 or over.

In 2018, the largest proportion of employees are in the 50-59 age band (26.8%) followed by the 40-49 (23.6%). The smallest proportion of employees is in the under 20 age band (0.5%) followed by the 60+ (11.7%). This indicates that the majority of the Council's employees are aged 40 or over.

Employees in post by Marital Status

In 2017, the largest proportion of employees who declared their marital status are in the Married/Civil Partnership category (37.9%) followed by Single (15.8%). The smallest proportion of employees is in the Divorced/Separated category (0.6%). It should be noted that 32.9% of employees either did not complete the form or indicated that they preferred not to answer the question.

In 2018, the largest proportion of employees who declared their marital status are in the Married/Civil Partnership category (38.1%) followed by Single (16.7%). The smallest proportion of employees is in the Divorced/Separated category (0.6%). It should be noted that 32.3% of employees either did not complete the form or indicated that they preferred not to answer the question.

Employees in post by Disability

In 2017, a minority of employees declared that they have a disability (2.8%) whilst the majority declared that they were non-disabled (66.8%). This compares with 2.9% disabled and 65.3% non-disabled reported in the last Mainstreaming Report, indicating a marginal reduction in the percentage of disabled employees. It should be noted that 30.4% 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 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 2018, a minority of employees declared that they have a disability (2.6%) whilst the majority declared that they were non-disabled (69.0%). This compares with 2.9% disabled and 65.3% non-disabled reported in the last Mainstreaming Report, indicating a slight decrease in disabled employees. It should be noted that 28.4% 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 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 2017, a minority of employees declared that they are from an ethnic minority (2.4%) (i.e. non-white). This compares with 2.2% reported in the last Mainstreaming Report, indicating a small increase in ethnic minority employees. It should be noted that 24.3% 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 Council's workforce.

In 2018, a minority of employees declared that they are from an ethnic minority (2.4%) (i.e. non-white). This compares with 2.2% reported in the last Mainstreaming Report, indicating a slight increase in ethnic minority employees. It should be noted that 25.8% 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 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 2017, the largest proportion of employees who declared their nationality are Scottish (49.5%) followed by British (13.8%) and then Other (4.6%). The smallest proportion are Welsh (0.3%) followed by Northern Irish (0.5%). It should be noted that 29.7% of employees either did not complete the form or indicated that they preferred not to answer the question.

In 2018, the largest proportion of employees who declared their nationality are Scottish (48.5%) followed by British (13.7%) and then Other (4.6%). The smallest proportion are Welsh (0.3%) followed by Northern Irish (0.5%). It should be noted that 31.0% of employees either did not complete the form or indicated that they preferred not to answer the question.

Employees in post by Religion

In 2017, the largest proportion of employees who declared their religion indicated this as None (33.3%) followed by Church of Scotland (15.3%) and then Christian Other (10.6%). The various other religions declared had relatively small proportions of employees under each category. It should be noted that 32.9% of employees either did not complete the form or indicated that they preferred not to answer the question.

In 2018, the largest proportion of employees who declared their religion indicated this as None (33.0%) followed by Church of Scotland (15.1%) and then Christian Other (10.1%). The various other religions declared had relatively small proportions of employees under each category. It should be noted that 34.1% 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 2017, a minority of employees declared as Bi sexual, Gay or Lesbian (total of 1.3%) with a majority of employees declaring as Heterosexual/Straight (61.4%). It should be noted that 37.3% of employees either did not complete the form or indicated that they preferred not to answer the question.

In 2018, a minority of employees declared as Bi sexual, Gay or Lesbian (total of 1.3%) with a majority of employees declaring as Heterosexual/Straight (61.0%). It should be noted that 37.7% of employees either did not complete the form or indicated that they preferred not to answer the question.

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

In 2017, a minority of employees declared as a transgender or trans person (0.1%) with the majority (66.6%) answering 'no' to this question. 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.

In 2018, a minority of employees declared as a transgender or trans person (0.1%) with the majority (65.9%) answering 'no' to this question. It should be noted that 34.0% 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 2017 was 192, of which 147 (76.6%) returned to work and 45 (23.4%) left. The number of maternity cases that commenced in calendar year 2018 was 153. It is too early to identify returners and leavers for that year with many still on maternity leave.

Analysis of information

Aberdeen City Council – Recruitment 2017 and 2018

Gender

In 2017, the majority of both applicants for employment and successful applicants were female (61.8% and 72.6% respectively), with the minority male (36.9% and 26.1% respectively).

In 2018, the majority of both applicants for employment and successful applicants were female (71.9% and 71.6% respectively), with the minority male (27.2% and 26.5% respectively). The proportions of female to male applicants for employment and the proportions of successful applicants in 2018 are both similar to the proportions of female and male employees in the workforce (the proportions in the workforce being 69.3% to 30.7% female to male).

Age

In 2017, the largest proportion of applicants for employment and successful applicants were under the category of 20-29 (33.9% and 31.6% respectively), followed by 30-39 (27.3% and 26.8% respectively) and then 40-49 (18.8% and 21.1% respectively).

In 2018, the largest proportion of applicants for employment and successful applicants were under the category of 20-29 (30.7% and 30.1% respectively), followed by 30-39 (30.0% and 28.0% respectively) and then 40-49 (19.7% and 18.4% respectively). In relation to the workforce profile, the largest proportion of employees are in the 50-59 age band (26.8%), followed by the 40-49 band (23.6%) and then the 30-39 band (23.0%), indicating a difference compared to the age profile of applicants and successful applicants in 2018.

Marital Status

In 2017, of those who declared their marital status, the largest proportion of applicants for employment were under the category of Single (42.2%), followed by Married/Civil Partnership (33.2%) and then Living with Partner (14.5%). The largest proportion of successful applicants were under the category of Married/Civil Partnership (37.6%), followed by Single (37.3) and then Living with Partner (15.9%).

In 2018, of those who declared their marital status, the largest proportion of applicants for employment and successful applicants were under the category of Single (39.9% and 38.4% respectively), followed by Married/Civil Partnership (36.0% and 37.6% respectively) and then Living with Partner (14.3% and 14.4% respectively).

Disability

In 2017, of those who declared whether they have a disability, a minority of applicants for employment and also successful applicants declared as disabled (4.6% and 3.4% respectively).

In 2018, of those who declared whether they had a disability, a minority of applicants for employment and also successful applicants declared as disabled (4.7% and 2.5% respectively). The 2018 proportion of disabled applicants is higher than the proportion of disabled employees in the workforce (which is 2.6%), with the proportion of successful disabled applicants being similar.

Ethnicity

In 2017, of those who declared their ethnicity, a minority of applicants for employment and also successful applicants declared as being from an ethnic minority (10.6% and 7.4% respectively) (i.e. non-white).

In 2018, of those who declared their ethnicity, a minority of applicants for employment and also successful applicants declared as being from an ethnic minority (8.8% and 4.6% respectively) (i.e. non-white). Both these 2018 proportions are higher than the proportions of employees who declared as being from an ethnic minority (which is 2.4%).

Nationality

In 2017, of those who declared their nationality, the largest proportion of applicants for employment and also successful applicants were under the category of Scottish (55.6% and 58.1% respectively), followed by British (19.7% and 23.2% respectively) and then English (2.4% and 3.0% respectively).

In 2018, of those who declared their nationality, the largest proportion of applicants for employment and successful applicants were under the category of Scottish (55.3% and 58.8% respectively), followed by British (19.6% and 21.4% respectively) and then English (2.7% and 2.6% respectively).

Religion

In 2017, of those who declared their religion, the largest proportion of applicants for employment and also successful applicants were under the category of None (50.0% and 49.9% respectively), followed by Church of Scotland (12.7% and 15.2% respectively) and then Christian Other (11.5% and 10.5% respectively).

In 2018, of those who declared their religion, the largest proportion of applicants for employment were under the category of None (49.9%), followed by Christian Other (11.9%) and then Church of Scotland (11.5%). The largest proportion of successful applicants were under the category None (50.2%), followed by Church of Scotland (15.9%) and then Roman Catholic (10.0%).

Sexual Orientation

In 2017, of those who declared their sexual orientation, a minority of applicants for employment and also successful applicants were Bi-sexual, Gay or Lesbian (3.7% and 3.3% respectively, in total).

In 2018, 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 3.6% respectively, in total). Both these 2018 proportions are higher than the proportion of employees declaring their sexual orientation under these categories (which is 1.3% in total).

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

In 2017, 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 (small percentage) were under this category.

In 2018, of those who declared their gender identity as a transgender person or trans person, a very small proportion of applicants for employment and successful applicants were under this category (both 0.3%).

Analysis of information

Aberdeen City Council – Training 2017 and 2018 (employees who undertook a corporate training course)

Gender

In 2017, the majority who undertook training were female (71.5%) with the minority male (28.5%).

In 2018, the majority who undertook training were female (74.0%) with the minority male (26.0%). These proportions are similar to the proportions of female and male employees in the workforce (which are 69.3% and 30.7% respectively).

Age

In 2017, the largest proportion who undertook training were under the category 50-59 (26.1%), followed by 40-49 (24.6%) and then 30-39 (22.7%).

In 2018, the largest proportion who undertook training were under the category 50-59 (28.7%), followed by 40-49 (25.3%) and then 30-39 (22.3%). In relation to the workforce profile, the largest proportion of employees are in the 50-59 age band (26.8%), followed by the 40-49 band (23.6%) and then the 30-39 band (23.0%), which are similar to the 2018 proportions who undertook training.

Marital Status

In 2017, of those who declared their marital status, the largest proportion who underwent training were under the category of Married/Civil Partnership (37.6%), followed by Single (18.4%) and then Living with Partner (10.1%).

In 2018, of those who declared their marital status, the largest proportion who underwent training were under the category of Married/Civil Partnership (41.9%), followed by Single (17.3%) and then Living with Partner (7.2%).

Disability

In 2017, of those who declared whether they have a disability, a minority of those who undertook training were disabled (3.6%), whilst the majority were non-disabled (70.2%).

In 2018, of those who declared whether they had a disability, a minority of those who undertook training were disabled (3.0%), (whilst the majority were non-disabled (74.7%)). This 2018 figure is a slightly higher figure compared to the proportion of employees who declared as being disabled in the workforce (which is 2.6%).

Ethnicity

In 2017, of those who declared their ethnicity, a minority of those who undertook training were from an ethnic minority (4.2%) (i.e. non-white).

In 2018, of those who declared their ethnicity, a minority of those who undertook training were from an ethnic minority (3.0%) (i.e. non-white). This 2018 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 2.4%).

Nationality

In 2017, of those who declared their nationality, the largest proportion of those who undertook training were under the category of Scottish (49.3%), followed by British (16.8%) and then Other (5.0%).

In 2018, of those who declared their nationality, the largest proportion of those who undertook training were under the category of Scottish (50.6%), followed by British (14.3%) and then Other (5.4%).

Religion

In 2017, of those who declared their religion, the largest proportion of those who undertook training were under the category of None (34.7%), followed by Church of Scotland (14.0%) and then Christian Other (11.4%).

In 2018, of those who declared their religion, the largest proportion of those who undertook training were under the category of None (33.4%), followed by Church of Scotland (16.3%) and then Christian Other (10.6%).

Sexual Orientation

In 2017, of those who declared their sexual orientation, a minority of those who undertook training were Bi-sexual, Gay or Lesbian (1.6% in total).

In 2018, of those who declared their sexual orientation, a minority of those who undertook training were Bi-sexual, Gay or Lesbian (2.6% in total). This 2018 figure is above the proportion of those declaring their sexual orientation under these categories in the workforce (which is 1.3%).

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

In 2017, of those who declared their gender identity as a transgender person or trans person, a very small percentage undertook training.

In 2018, of those who declared their gender identity as a transgender person or trans person, a very small number undertook training.

Analysis of information

Aberdeen City Council – Leavers 2017 and 2018

Gender

In 2017, the majority of leavers were female (68.3%) with the minority male (31.7%).

In 2018, the majority of leavers were female (68.7%) with the minority male (31.3%). Compared to the composition of the workforce which is a 69.3% to 30.7% female to male split, these 2018 figures indicate similar proportions of leavers by gender.

Age

In 2017, the largest proportion of leavers was under the category 60+ (25.3%), followed by 30-39 (21.2%) and then 20-29 (19.8%).

In 2018, the largest proportion of leavers was under the category 60+ (24.1%), followed by 30-39 (20.4%) and then 50-59 (20.2%). In relation to the workforce profile, the largest proportion of employees are in the 50-59 age band (26.8%), followed by the 40-49 band (23.6%) and then the 30-39 band (23.0%), indicating a difference compared to the 2018 leavers age profile.

Marital Status

In 2017, of those who declared their marital status, the largest proportion of leavers were under the category of Married/Civil Partnership (37.1%), followed by Single (13.7%) and then Living with Partner (5.1%).

In 2018, of those who declared their marital status, the largest proportion of leavers were under the category of Married/Civil Partnership (34.1%), followed by Single (14.5%) and then Living with Partner (7.1%).

Disability

In 2017, of those who declared whether they have a disability, a minority of leavers (3.0%) were disabled whilst the majority were non-disabled (64.9%).

In 2018, of those who declared whether they have a disability, a minority of leavers (2.6%) were disabled whilst the majority were non-disabled (61.7%). The proportion of disabled leavers in 2018 is therefore the same compared to the proportion declaring as disabled in the workforce (which is 2.6%).

Ethnicity

In 2017, of those who declared their ethnicity, a minority of leavers (2.2%) were from an ethnic minority (i.e. non-white).

In 2018, of those who declared their ethnicity, a minority of leavers (3.1%) were from an ethnic minority (i.e. non-white). This 2018 figure is a higher proportion compared to the proportion of ethnic minority employees in the workforce (which is 2.4%).

Nationality

In 2017, of those who declared their nationality, the largest proportion of leavers were Scottish (47.4%) followed by British (14.0%) and then 'Other' (4.6%).

In 2018, of those who declared their nationality, the largest proportion of leavers were Scottish (40.4%) followed by British (13.6%) and then 'Other' (6.1%).

Religion

In 2017, of those who declared their religion, the largest proportion of leavers was under the category of 'None' (30.7%), followed by Church of Scotland (15.7%) and then Christian Other (11.5%).

In 2018, of those who declared their religion, the largest proportion of leavers was under the category of 'None' (28.0%), followed by Church of Scotland (12.3%) and then Christian Other (10.3%).

Sexual Orientation

In 2017, of those who declared their sexual orientation, a minority of leavers were from the categories of Bi-sexual, Gay or Lesbian (total of 1.5%).

In 2018, of those who declared their sexual orientation, a minority of leavers were from the categories of Bi-sexual, Gay or Lesbian (total of 1.4%). This 2018 figure is a slightly higher proportion compared to those declaring their sexual orientation under these categories in the workforce (which is 1.3%).

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

In 2017, there were a small proportion of leavers who identified as a transgender or trans person.

In 2018, there were a small proportion of leavers who identified as a transgender or trans person.

Analysis of information

Aberdeen City Council – Discipline cases 2017 and 2018

Gender

In 2017, the majority of discipline cases involved male employees (74.5%) with the minority involving female employees (25.5%).

In 2018, the majority of discipline cases involved male employees (65.8%) with the minority involving female employees (34.1%). These 2018 figures are relatively similar to the proportions of male and female employees in the workforce (which are 30.7% and 69.3% respectively).

Age

In 2017, the largest proportion of discipline cases involved employees under the category 50-59 (28.1%), followed by 30-39 (23.5%) and then 40-49 (19.6%).

In 2018, the largest proportion of discipline cases involved employees under the category 40-49 (25.9%), followed by the 30-39 (23.5%) and then 50-59 (21.2%). In relation to the workforce profile, the largest proportion of employees are in the 50-59 age band (26.8%), followed by the 40-49 band (23.6%) and then the 30-39 band (23.0%), indicating a difference compared to the 2018 age profile of those involved in discipline cases.

Marital Status

In 2017, of those who declared their marital status, the largest proportion of discipline cases involved employees under the category of Married/Civil Partnership (22.2%), followed by Single (16.3%) and then Living with Partner (11.8%).

In 2018, of those who declared their marital status, the largest proportion of discipline cases involved employees under the category of Single (21.2%), followed by Married/Civil Partnership (20.0%) and then Living with partner (2.4%).

Disability

In 2017, of those who declared whether they have a disability, a minority of employees involved in discipline cases were disabled (7.2%) whilst the majority were non-disabled (60.1%).

In 2018, of those who declared whether they have a disability, a minority of employees involved in discipline cases were disabled (3.5%) whilst the majority were non-disabled (69.4%). The 2018 figure of disabled employees involved in discipline cases is therefore higher compared to the proportion of disabled employees in the workforce (which is 2.6%).

Ethnicity

In 2017, of those who declared their ethnicity, there were a small minority of employees involved in discipline cases who were from an ethnic minority (0.7%) (i.e. non-white).

In 2018, of those who declared their ethnicity, a minority of employees involved in discipline cases were from an ethnic minority (4.7%) (i.e. non-white). This 2018 figure of ethnic minority employees involved in discipline cases is therefore higher compared to the proportion of ethnic minority employees in the workforce (which is 2.4%).

Nationality

In 2017, of those who declared their nationality, the largest proportion of discipline cases involved employees under the category of Scottish (58.2%), followed by British (5.2%) and then English (2.6%).

In 2018, of those who declared their nationality, the largest proportion of discipline cases involved employees under the category of Scottish (40.0%), followed by Other (10.6%) then British (8.2%).

Religion

In 2017, of those who declared their religion, the largest proportion of discipline cases involved employees under the category of None (41.2%), followed by Church of Scotland (15.0%) and then Christian Other (3.9%).

In 2018, of those who declared their religion, the largest proportion of discipline cases involved employees under the category of None (37.7%), followed by Church of Scotland (10.6%) and then Christian Other (9.4%).

Sexual Orientation

In 2017, of those who declared their sexual orientation, a minority of employees involved in discipline cases were Bisexual, Gay or Lesbian (1.4% in total).

In 2018, of those who declared their sexual orientation, no employees involved in discipline cases were Bi-sexual, Gay or Lesbian.

Gender Identity

In 2017, 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 2018, of those who declared as a trans gender or trans person, no employees involved in discipline cases were under these categories.

Analysis of information

Aberdeen City Council – Grievance cases 2017 and 2018

Gender

In 2017, the majority of grievance cases involved male employees (54.5%) with the minority involving female employees (45.5%).

In 2018, the majority of grievance cases involved female employees (66.7%) with the minority involving male employees (33.3%). These 2018 figures are relatively similar to the proportions of male and female employees in the workforce (which are 30.7% and 69.3% respectively).

Age

In 2017, the largest proportion of grievance cases involved employees under the category 50-59 (45.5%), followed by 40-49 and 30-39 which each had an equal proportion (i.e. 18.2%).

In 2018, the largest proportion of grievance cases involved employees under the category 60+ (29.6%), followed by the 40-49 (25.9%) and then 30-39 (22.2%). In relation to the workforce profile, the largest proportion of employees are in the 50-59 age band (26.8%), followed by the 40-49 band (23.6%) and then the 30-39 band (23.0%), indicating a difference compared to the 2018 age profile of those involved in grievance cases.

Marital Status

In 2017, of those who declared their marital status, the largest proportion of grievance cases involved employees under the category of Married/Civil Partnership (63.6%), followed by Living with Partner (9.1%).

In 2018, of those who declared their marital status, the largest proportion of grievance cases involved employees under the category of Married/Civil Partnership (48.2%), followed by Single (22.2%), followed by Divorced and Living with Partner which each had the same proportion (i.e. 3.7%).

Disability

In 2017, of those who declared whether they have a disability, a minority of employees involved in grievance cases were disabled (4.5%) whilst the majority were non-disabled (72.7%).

In 2018, of those who declared whether they have a disability, a minority of employees involved in grievance cases were disabled (3.7%) whilst the majority were non-disabled (59.3%). These 2018 figures of disabled employees involved in

grievance cases differ to the proportions of disabled and non-disabled employees in the workforce (which are 2.6% and 69.0% respectively).

Ethnicity

In 2017, of those who declared their ethnicity, a minority of employees involved in grievance cases were from an ethnic minority (4.5%) (i.e. non-white).

In 2018, of those who declared their ethnicity, a minority of employees involved in grievance cases were from an ethnic minority (3.7%) (i.e. non-white). This 2018 figure of ethnic minority employees involved in grievance cases is higher compared to the proportion of ethnic minority employees in the workforce (which is 2.4%).

Nationality

In 2017, of those who declared their nationality, the largest proportion of grievance cases involved employees under the category of Scottish (50.0 %), followed by British and English, which each had the same proportion (i.e. 9.1 %).

In 2018, of those who declared their nationality, the largest proportion of grievance cases involved employees under the category of Scottish (44.4%), followed by British (14.8%) and then Other (7.4%).

Religion

In 2017, of those who declared their religion, the largest proportion of grievance cases involved employees under the category of None (36.4%), followed by Church of Scotland (18.2%).

In 2018, of those who declared their religion, the largest proportion of grievance cases involved employees under the category of None (37.0%), followed by Catholic (11.1%) and then Church of Scotland (7.4%).

Sexual Orientation

In 2017, of those who declared their sexual orientation, there were no employees involved in grievance cases who were Bisexual, Gay or Lesbian.

In 2018, of those who declared their sexual orientation, no employees involved in grievance cases were Bisexual, Gay or Lesbian.

Gender Identity

In 2017, of those who declared as a trans gender or trans person, no employees involved in grievance cases were under these categories.

In 2018, of those who declared as a trans gender or trans person, no employees involved in grievance cases were under these categories.

Education Workforce - composition of employees (at January 2018 (for calendar year 2017) and at January 2019 (for calendar year 2018))

Employees in Post by Gender

Gender	2017		2018	
	Numbers	%	Numbers	%
Female	3141	85.5%	3083	87.78%
Male	531	14.5%	429	12.22%
Total	-	100%	-	100.00%

Employees in Post by Age

AGE	2017		2018	
	Numbers	%	Numbers	%
Under 20	Under 5	0.1%	0	0.00%
20-29	666	18.1%	397	11.30%
30-39	838	22.8%	903	25.71%
40-49	907	24.7%	923	26.28%
50-59	929	25.3%	911	25.94%
60+	330	9.0%	378	10.76%
Total	-	100%	-	100.00%

Employees in Post by Marital Status

Marital Status	2017		2018	
	Numbers	%	Numbers	%
Divorced	106	2.9%	99	2.82%
Separated	56	1.5%	49	1.40%
Living with Partner	174	4.7%	155	4.41%
Married/Civil Partnership	1403	38.2%	1352	38.50%
Single	462	12.6%	455	12.96%
Divorced/Separated	16	0.4%	11	0.31%
Widowed	32	0.9%	24	0.68%
Not Completed	1289	35.1%	1235	35.17%
Prefer Not to Answer	134	3.6%	132	3.76%
Total	-	100%	-	100.00%

Employees in Post by Disability

Disability	2017		2018	
	Numbers	%	Numbers	%
Yes	72	2.0%	59	1.68%
No	2516	68.5%	2501	71.21%
Not Completed	862	23.5%	786	22.38%
Prefer Not to Answer	222	6.0%	166	4.73%
Total	-	100%	-	100.00%

Employees in Post by Ethnicity

Ethnicity	2017		2018	
	Numbers	%	Numbers	%
African	Under 5	0.11%	7	0.20%
African - Other	Under 5	0.03%	Under 5	0.03%
Other - Arab	7	0.19%	8	0.23%
Asian -Bangladeshi	Under 5	0.05%	Under 5	0.09%
Asian - Chinese	6	0.16%	7	0.20%
Asian - Indian	10	0.27%	12	0.34%
Asian - Other	12	0.33%	10	0.28%
Asian - Pakistani	Under 5	0.11%	Under 5	0.11%
Black	Under 5	0.03%	Under 5	0.03%
Caribbean	Under 5	0.05%	Under 5	0.03%
Other Caribbean or Black	0	0.00%	0	0.00%
Mixed or Multiple	16	0.44%	15	0.43%
Other	296	8.06%	239	6.81%
White - Polish	12	0.33%	19	0.54%
White - Eastern European	11	0.30%	15	0.43%
White - Gypsy/Traveller	Under 5	0.03%	0	0.00%
White - Irish	45	1.23%	37	1.05%
White -Other white ethnic group	64	1.74%	62	1.77%
White - Other British	210	5.72%	184	5.24%
White - Scottish	2069	56.35%	1945	55.38%
Not Completed	849	23.12%	888	25.28%
Prefer Not to Answer	50	1.36%	54	1.54%
Total	-	100%	-	100.00%

Employees in Post by Nationality

	2017		2018	
Nationality	Numbers	%	Numbers	%
British	515	14.0%	474	13.50%
English	62	1.7%	53	1.51%
Northern Irish	18	0.5%	19	0.54%
Other	154	4.2%	156	4.44%
Scottish	1876	51.1%	1736	49.43%
Welsh	7	0.2%	7	0.20%
Not Completed	1009	27.5%	1034	29.44%
Prefer Not to Answer	31	0.8%	33	0.94%
Total	-	100%	-	100.00%

Employees in Post by Religion

Religion	2017		2018	
	Numbers	%	Numbers	%
Buddhist	9	0.25%	8	0.23%
Other Christian	398	10.84%	347	9.88%
Church of Scotland	678	18.46%	642	18.28%
Roman Catholic	202	5.50%	197	5.61%
Hindu	Under 5	0.11%	6	0.17%
Humanist	21	0.57%	19	0.54%
Jewish	Under 5	0.08%	Under 5	0.06%
Muslim	18	0.49%	18	0.51%
None	1115	30.36%	1052	29.95%
Other Religion or Belief	24	0.65%	22	0.63%
Pagan	10	0.27%	7	0.20%
Sikh	0	0.00%	0	0.00%
Not Completed	918	25.00%	937	26.68%
Prefer Not to Answer	272	7.41%	255	7.26%
Total	-	100%	-	100.00%

Employees in Post by Sexual Orientation

Sexual Orientation	2017		2018	
	Numbers	%	Numbers	%
Bisexual	8	0.22%	9	0.26%
Gay	16	0.44%	18	0.51%
Heterosexual/Straight	2099	57.16%	2322	66.12%
Lesbian	9	0.25%	11	0.31%
Other	Under 5	0.03%	Under 5	0.03%
Not Completed	1327	36.14%	933	26.57%
Prefer Not to Answer	212	5.77%	218	6.21%
Total	-	100%	-	100.00%

Employees in Post by Gender Identity

Gender Identity*	2017		2018	
	Numbers	%	Numbers	%
Yes	0	0.0%	Under 5	0.03%
No	2297	62.6%	2526	71.92%
Not Completed	1304	35.5%	911	25.94%
Prefer Not to Answer	71	1.9%	74	2.11%
Total	-	100%	-	100.00%

* identifying as a transgender person or trans person

**Recruitment information for the Education Authority for period 2017
(01/01/17-31/12/17) and 2018 (01/01/18 – 31/12/18)**

Gender	2017				2018			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Female	8900	76.19	723	81.51	5652	86.66	367	82.29
Male	2624	22.46	151	17.02	811	12.43	70	15.70
Prefer Not to Answer	158	1.35	13	1.46	59	0.90	9	2.02
Total	-	100	-	100	-	100	-	100

Age	2017				2018			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Under 20	193	1.65	6	0.68	49	0.75	Under 5	0.22
20-29	4377	37.47	319	35.96	2131	32.67	120	26.91
30-39	3236	27.70	236	26.61	2088	32.01	135	30.27
40-49	2204	18.87	194	21.87	1369	20.99	97	21.75
50-59	1234	10.56	96	10.82	676	10.36	73	16.37
60+	205	1.75	16	1.80	111	1.70	6	1.35
Not Completed	233	1.99	20	2.25	98	1.50	14	3.14
Total	-	100	-	100	-	100	-	100

Marital Status	2017				2018			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Divorced	476	4.07	29	3.27	204	3.13	8	1.79
Separated	242	2.07	19	2.14	207	3.17	15	3.36
Living with Partner	1650	14.12	137	15.45	876	13.43	57	12.78
Married/Civil Partnership	3858	33.03	329	37.09	2507	38.44	190	42.60
Single	5031	43.07	347	39.12	2502	38.36	154	34.53
Widowed	68	0.58	68	0.45	40	0.61	Under 5	0.45
Not Completed	166	1.42	12	1.35	38	0.58	8	1.79
Prefer Not to Answer	191	1.63	10	1.13	148	2.27	12	2.69
Total	-	100	-	100	-	100	-	100

Disability	2017				2018			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	454	3.89	37	4.17	242	3.71	8	1.79
No	10947	93.71	825	93.01	6120	93.84	427	95.74
Not Completed	158	1.35	12	1.35	69	1.06	6	1.35
Prefer Not to Answer	123	1.05	13	1.47	91	1.40	5	1.12
Total	-	100	-	100	-	100	-	100

Ethnicity	2017				2018			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
African	79	0.68	6	0.68	53	0.81	Under 5	0.45
African - Other	226	1.93	9	1.01	76	1.17	Under 5	0.45
Other - Arab	43	0.37	Under 5	0.45	17	0.26	0	0.00
Asian - Bangladeshi	55	0.47	Under 5	0.11	30	0.46	Under 5	0.22
Asian - Chinese	38	0.33	Under 5	0.23	21	0.32	Under 5	0.22
Asian - Indian	238	2.04	7	0.79	109	1.67	6	1.35
Asian - Other	134	1.15	7	0.79	35	0.54	Under 5	0.22
Asian - Pakistani	55	0.47	Under 5	0.11	51	0.78	Under 5	0.22
Black	49	0.42	Under 5	0.11	13	0.20	0	0.00
Caribbean	22	0.19	0	0.00	Under 5	0.02	0	0.00
Other Caribbean or Black	13	0.11	0	0.00	Under 5	0.02	0	0.00
Mixed or Multiple	103	0.88	8	0.90	63	0.97	Under 5	0.45
Other	0	0.00	0	0.00	0	0.00	0	0.00
White - Polish	452	3.87	10	1.13	397	6.09	6	1.35
White - Eastern European	250	2.14	8	0.90	118	1.81	Under 5	0.67
White - Gypsy/Traveller	Under 5	0.01	0	0.00	Under 5	0.03	Under 5	0.22
White - Irish	146	1.25	23	2.59	41	0.63	14	3.14
White -Other white ethnic group	931	7.97	56	6.31	547	8.39	19	4.26
White - Other British	885	7.58	98	11.05	595	9.12	41	9.19
White - Scottish	7444	63.72	621	70.01	4126	63.26	324	72.65
Not Completed	316	2.71	19	2.14	74	1.13	11	2.47

Prefer Not to Answer	202	1.73	6	0.68	152	2.33	11	2.47
Total	-	100	-	100	-	100	-	100

Nationality	2017				2018			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
British	2218	18.99	202	22.77	1277	19.58	97	21.75
English	278	2.38	25	2.82	180	2.76	10	2.24
Northern Irish	75	0.64	12	1.35	36	0.55	8	1.79
Other	0	0	0	0	0	0.00	0	0.00
Scottish	6389	54.69	518	58.40	3552	54.46	276	61.88
Welsh	29	0.25	Under 5	0.11	5	0.08	0	0.00
Not Completed	2460	21.06	123	13.87	1329	20.38	47	10.54
Prefer Not to Answer	233	1.99	6	0.68	143	2.19	8	1.79
Total	-	100	-	100	-	100	-	100

Religion	2017				2018			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Buddhist	52	0.45	Under 5	0.45	20	0.31	Under 5	0.22
Other Christian	1354	11.59	100	11.27	861	13.20	50	11.21
Church of Scotland	1435	12.28	143	16.12	716	10.98	89	19.96
Roman Catholic	1186	10.15	77	8.68	830	12.73	47	10.54
Hindu	131	1.12	Under 5	0.23	62	0.95	Under 5	0.45
Humanist	187	1.60	20	0.23	88	1.35	8	1.79
Jewish	7	0.06	Under 5	0.23	Under 5	0.06	0	0.00
Muslim	260	2.23	12	1.35	133	2.04	Under 5	0.45
None	5788	49.55	434	48.93	3145	48.22	193	43.27
Other Religion or Belief	113	0.97	11	1.24	35	0.54	Under 5	0.67
Pagan	24	0.21	0	0.00	11	0.17	0	0.00
Sikh	Under 5	0.03	0	0.00	0	0.00	0	0.00
Not Completed	428	3.66	22	2.48	226	3.47	17	3.81
Prefer Not to Answer	713	6.10	60	6.76	391	6.00	34	7.62
Total	-	100	-	100	-	100	-	100

Sexual Orientation	2017				2018			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Bisexual	162	1.39	5	0.56	115	1.76	Under 5	0.67
Gay	178	1.52	12	1.35	40	0.61	Under 5	0.67
Heterosexual/ Straight	10538	90.21	818	92.22	5886	90.25	398	89.24
Lesbian	55	0.47	6	0.68	30	0.46	5	1.12
Other	41	0.35	Under 5	0.23	14	0.21	Under 5	0.22
Not Completed	197	1.69	14	1.58	141	2.16	13	2.91
Prefer Not to Answer	511	4.37	30	3.38	296	4.54	23	5.16
Total	-	100	-	100	-	100	-	100

Gender Identity *	2017				2018			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	19	0.16	0	0.00	Under 5	0.06	Under 5	0.22
No	11425	97.80	870	98.08	6394	98.04	433	97.09
Not Completed	153	1.31	12	1.35	36	0.55	8	1.79
Prefer Not to Answer	85	0.73	5	0.56	88	1.35	Under 5	0.90
Total	-	100	-	100	-	100	-	100

* identifying as a transgender person or trans person

Training Information for the Education Authority for period 2017 (01/01/17 – 31/12/17) and 2018 (01/01/18 – 31/12/18)

	2017		2018	
Gender	Numbers	%	Numbers	%
Female	3713	82.8%	7691	87.57%
Male	770	17.2%	1092	12.43%
Total	-	100%	-	100.00%

	2017		2018	
AGE	Numbers	%	Numbers	%
Under 20	5	0.1%	6	0.07%
20-29	753	16.8%	1370	15.60%
30-39	1080	24.1%	1908	21.72%
40-49	1244	27.7%	2461	28.02%
50-59	1135	25.3%	2304	26.23%
60+	266	5.9%	734	8.36%
Total	-	100%	-	100.00%

Marital Status	2017		2018	
	Numbers	%	Numbers	%
Divorced	137	3.1%	315	3.59%
Separated	100	2.2%	175	1.99%
Living with Partner	339	7.6%	381	4.34%
Married/Civil Partnership	1670	37.3%	3643	41.48%
Single	664	14.8%	1197	13.63%
Divorced/Separated	29	0.6%	32	0.36%
Widowed	25	0.6%	68	0.77%
Not Completed	1304	29.1%	2620	29.83%
Prefer Not to Answer	215	4.8%	352	4.01%
Total	-	100%	-	100.00%

Disability	2017		2018	
	Numbers	%	Numbers	%
Yes	141	3.1%	200	2.28%
No	3149	70.2%	6538	74.44%
Not Completed	945	21.1%	1632	18.58%
Prefer Not to Answer	248	5.5%	413	4.70%
Total	-	100%	-	100.00%

Ethnicity	2017		2018	
	Numbers	%	Numbers	%
African	Under 5	0.04%	22	0.25%
African - Other	Under 5	0.02%	Under 5	0.02%
Other - Arab	Under 5	0.07%	16	0.18%
Asian -Bangladeshi	0	0.00%	8	0.09%
Asian - Chinese	Under 5	0.07%	11	0.13%
Asian - Indian	43	0.96%	28	0.32%
Asian - Other	15	0.33%	30	0.34%
Asian - Pakistani	Under 5	0.07%	7	0.08%
Black	19	0.42%	Under 5	0.01%
Caribbean	Under 5	0.07%	0	0.00%
Other Caribbean or Black	0	0.00%	0	0.00%
Mixed or Multiple	34	0.76%	33	0.38%
Other	259	5.78%	573	6.52%
White - Polish	5	0.11%	80	0.91%
White - Eastern European	28	0.62%	37	0.42%
White - Gypsy/Traveller	0	0.00%	9	0.10%
White - Irish	14	0.31%	61	0.69%
White -Other white ethnic group	94	2.10%	158	1.80%
White - Other British	407	9.08%	479	5.45%
White - Scottish	2547	56.81%	5231	59.56%
Not Completed	958	21.37%	1886	21.47%
Prefer Not to Answer	45	1.00%	111	1.26%
Total	-	100%	-	100.00%

	2017		2018	
Nationality	Numbers	%	Numbers	%
British	731	16.3%	1202	13.69%
English	145	3.2%	143	1.63%
Northern Irish	0	0.0%	33	0.38%
Other	197	4.4%	399	4.54%
Scottish	2276	50.8%	4645	52.89%
Welsh	14	0.3%	23	0.26%
Not Completed	1097	24.5%	2261	25.74%
Prefer Not to Answer	23	0.5%	77	0.88%
Total	-	100%	-	100.00%

Religion	2017		2018	
	Numbers	%	Numbers	%
Buddhist	Under 5	0.09%	13	0.15%
Other Christian	525	11.71%	861	9.80%
Church of Scotland	746	16.64%	1840	20.95%
Roman Catholic	270	6.02%	477	5.43%
Hindu	9	0.20%	14	0.16%
Humanist	110	2.45%	39	0.44%
Jewish	Under 5	0.07%	Under 5	0.02%
Muslim	8	0.18%	45	0.51%
None	1363	30.40%	2624	29.88%
Other Religion or Belief	60	1.34%	40	0.46%
Pagan	9	0.20%	98	1.12%
Sikh	0	0.00%	0	0.00%
Not Completed	1038	23.15%	2050	23.34%
Prefer Not to Answer	338	7.54%	680	7.74%
Total	-	100%	-	100.00%

Sexual Orientation	2017		2018	
	Numbers	%	Numbers	%
Bisexual	Under 5	0.1%	115	1.31%
Gay	24	0.5%	66	0.75%
Heterosexual/Straight	2923	65.2%	5631	64.11%
Lesbian	13	0.3%	16	0.18%
Other	0	0.0%	0	0.00%
Not Completed	1268	28.3%	2447	27.86%
Prefer Not to Answer	251	5.6%	508	5.78%
Total	-	100%	-	100.00%

Gender Identity*	2017		2018	
	Numbers	%	Numbers	%
Yes	0	0.0%	6	0.07%
No	3257	72.7%	6199	70.58%
Not Completed	1166	26.0%	2400	27.33%
Prefer Not to Answer	60	1.3%	178	2.03%
Total	-	100%	-	100.00%

* identifying as a transgender person or trans person

Leavers Information for the Education Authority for period 2017 (01/01/17 – 31/12/17) and 2018 (01/01/18 – 31/12/18)

	2017		2018	
Gender	Numbers	%	Numbers	%
Female	412	82.9%	385	80.54%
Male	85	17.1%	93	19.46%
Total	-	100%	-	100.00%

	2017		2018	
AGE	Numbers	%	Numbers	%
Under 20	Under 5	0.2%	Under 5	0.21%
20-29	125	25.2%	111	23.22%
30-39	120	24.1%	106	22.18%
40-49	64	12.9%	86	17.99%
50-59	92	18.5%	91	19.04%
60+	95	19.1%	83	17.36%
Total	-	100%	-	100.00%

Marital Status	2017		2018	
	Numbers	%	Numbers	%
Divorced	10	2.0%	17	3.56%
Separated	6	1.2%	Under 5	0.84%
Living with Partner	18	3.6%	26	5.44%
Married/Civil Partnership	171	34.4%	157	32.85%
Single	54	10.9%	52	10.88%
Divorced/Separated	0	0	Under 5	0.42%
Widowed	8	1.6%	5	1.05%
Not Completed	215	43.3%	195	40.79%
Prefer Not to Answer	15	3.0%	20	4.18%
Total	-	100%	-	100.00%

Disability	2017		2018	
	Numbers	%	Numbers	%
Yes	9	1.8%	5	1.05%
No	322	64.8%	315	65.90%
Not Completed	128	25.8%	141	29.50%
Prefer Not to Answer	38	7.6%	17	3.56%
Total	-	100%	-	100.00%

Ethnicity	2017		2018	
	Numbers	%	Numbers	%
African	Under 5	0.40%	0	0.00%
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	0.21%
Asian - Indian	Under 5	0.20%	Under 5	0.42%
Asian - Other	0	0.00%	Under 5	0.42%
Asian - Pakistani	Under 5	0.20%	Under 5	0.42%
Black	0	0.00%	Under 5	0.21%
Caribbean	0	0.00%	0	0.00%
Other Caribbean or Black	0	0.00%	0	0.00%
Mixed or Multiple	Under 5	0.20%	Under 5	0.42%
Other	42	8.45%	36	7.53%
White - Polish	Under 5	0.60%	Under 5	0.21%
White - Eastern European	Under 5	0.80%	0	0.00%
White - Gypsy/Traveller	0	0.00%	0	0.00%
White - Irish	10	2.01%	12	2.51%
White -Other white ethnic group	8	1.61%	13	2.72%
White - Other British	28	5.63%	27	5.65%
White - Scottish	266	53.52%	228	47.70%
Not Completed	125	25.15%	139	29.08%
Prefer Not to Answer	6	1.21%	12	2.51%
Total	-	100%	-	100.00%

	2017		2018	
Nationality	Numbers	%	Numbers	%
British	64	12.9%	67	14.02%
English	10	2.0%	6	1.26%
Northern Irish	10	2.0%	Under 5	0.42%
Other	23	4.6%	25	5.23%
Scottish	234	47.1%	207	43.31%
Welsh	0	0.0%	0	0.00%
Not Completed	151	30.4%	168	35.15%
Prefer Not to Answer	5	1.0%	Under 5	0.63%
Total	-	100%	-	100.00%

Religion	2017		2018	
	Numbers	%	Numbers	%
Buddhist	6	1.21%	0	0.00%
Other Christian	57	11.47%	47	9.83%
Church of Scotland	85	17.10%	72	15.06%
Roman Catholic	36	7.24%	32	6.69%
Hindu	0	0.00%	0	
Humanist	Under 5	0.60%	6	1.26%
Jewish	0	0.00%	0	
Muslim	Under 5	0.20%	Under 5	0.63%
None	135	27.16%	123	25.73%
Other Religion or Belief	Under 5	0.80%	Under 5	0.42%
Pagan	Under 5	0.80%	Under 5	0.63%
Sikh	0	0.00%	0	0.00%
Not Completed	132	26.56%	146	30.54%
Prefer Not to Answer	34	6.84%	44	9.21%
Total	-	100%	-	100.00%

Sexual Orientation	2017		2018	
	Numbers	%	Numbers	%
Bisexual	Under 5	0.2%	Under 5	0.63%
Gay	6	1.2%	Under 5	0.42%
Heterosexual/Straight	292	58.8%	269	56.28%
Lesbian	Under 5	0.4%	0	0.00%
Other	0	0.0%	0	0.00%
Not Completed	165	33.2%	170	35.56%
Prefer Not to Answer	31	6.2%	34	7.11%
Total	-	100%	-	100.00%

Gender Identity*	2017		2018	
	Numbers	%	Numbers	%
Yes	Under 5	0.2%	0	0.00%
No	325	65.4%	289	60.46%
Not Completed	154	31.0%	181	37.87%
Prefer Not to Answer	17	3.4%	8	1.67%
Total	-	100%	-	100.00%

* identifying as a transgender person or trans person

Disciplinary information for the Education Authority for period 2017 (01/01/17-31/12/17) and 2018 (01/01/18-31/12/18)

Gender	2017		2018	
	No	(%)	No	(%)
Female	11	42.3%	7	58.33%
Male	15	57.7%	5	41.67%
Total	-	100.0%	-	100.00%

Age	2017		2018	
	No	(%)	No	(%)
Under 20	0	0.0%	0	0.00%
20-29	Under 5	15.4%	Under 5	25.00%
30-39	Under 5	11.5%	Under 5	25.00%
40-49	9	34.6%	5	41.67%
50-59	6	23.1%	Under 5	8.33%
60+	Under 5	15.4%	0	0.00%
Total	-	100.0%	-	100.00%

Marital Status	2017		2018	
	No	(%)	No	(%)
Divorced/Separated	Under 5	11.5%	0	0.00%
Living with Partner	Under 5	7.7%	0	0.00%
Married/Civil Partnership	11	42.3%	Under 5	16.67%
Single	Under 5	11.5%	Under 5	8.33%
Widowed	0	0.0%	0	0.00%
Not Completed	5	19.2%	6	50.00%
Prefer Not to Answer	Under 5	7.7%	Under 5	25.00%
Total	-	100.0%	-	100.00%

2017	2018
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Disability	No	(%)	No	(%)
Yes	Under 5	15.4%	0	0.00%
No	16	61.5%	12	100.00%
Not Completed	5	19.2%	0	0.00%
Prefer Not to Answer	Under 5	3.8%	0	0.00%
Total	-	100.0%	-	0.00%

Ethnicity	2017		2018	
	No	(%)	No	(%)
Arab - Other	Under 5	3.8%	0	0.00%
African	0	0.0%	0	0.00%
African- Other	0	0.0%	0	0.00%
Asian- Bangladeshi	0	0.0%	0	0.00%
Asian- Chinese	0	0.0%	0	0.00%
Asian- Indian	0	0.0%	0	0.00%
Asian- Other	0	0.0%	0	0.00%
Asian- Pakistani	0	0.0%	0	0.00%
Black	0	0.0%	0	0.00%
Caribbean	0	0.0%	0	0.00%
Other Caribbean or Black	0	0.0%	0	0.00%
Mixed or Multiple	0	0.0%	0	0.00%
Other	Under 5	3.8%	Under 5	16.67%
White – Polish	0	0.0%	Under 5	8.33%
White- Eastern European	0	0.0%	0	0.00%
White- Gypsy/Traveller	0	0.0%	0	0.00%
White- Irish	0	0.0%	Under 5	8.33%
White- Other white ethnic group	Under 5	3.8%	0	0.00%
White- Other British	Under 5	7.7%	0	0.00%
White- Scottish	17	65.4%	Under 5	16.67%
Not Completed	Under 5	15.4%	6	50.00%
Prefer Not to Answer	0	0.0%	0	0.00%
Total	-	100.0%	-	100.00%

National Identity	2017		2018	
	No	(%)	No	(%)
British	Under 5	15.4%	0	0.00%
English	Under 5	7.7%	0	0.00%
Northern Irish	0	0.0%	0	0.00%
Other	Under 5	3.8%	Under 5	25.00%
Scottish	15	57.7%	Under 5	16.67%
Welsh	0	0.0%	0	0.00%
Not Completed	Under 5	11.5%	7	58.33%
Prefer Not to Answer	Under 5	3.8%	0	0.00%
Total	-	100.0%	-	100.00%

Religion	2017		2018	
	No	(%)	No	(%)
Buddhist	0	0.0%	0	0.00%
Christian Other	Under 5	3.8%	0	0.00%
Church of Scotland	Under 5	15.4%	0	0.00%
Roman Catholic	Under 5	7.7%	0	0.00%
Hindu	0	0.0%	0	0.00%
Humanist	0	0.0%	0	0.00%
Jewish	0	0.0%	0	0.00%
Muslim	0	0.0%	0	0.00%
None	11	42.3%	6	50.00%
Other	0	0.0%	0	0.00%
Pagan	0	0.0%	0	0.00%
Sikh	0	0.0%	0	0.00%
Not Completed	Under 5	15.4%	5	41.67%
Prefer Not to Answer	Under 5	15.4%	Under 5	8.33%
Total	-	100.0%	-	100.00%

2017	2018
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Sexual Orientation	No	(%)	No	(%)
Bisexual	0	0.0%	0	0.00%
Gay	Under 5	3.8%	0	0.00%
Heterosexual/Straight	17	65.4%	5	41.67%
Lesbian	0	0.0%	0	0.00%
Not Completed	5	19.2%	6	50.00%
Prefer Not to Answer	Under 5	11.5%	Under 5	8.33%
Total	-	100.0%	-	100.00%

Gender Identity *	2017		2018	
	No	(%)	No	(%)
Yes	0	0.0%	0	0.00%
No	22	84.6%	5	41.67%
Not Completed	Under 5	15.4%	7	58.33%
Prefer Not to Answer	0	0.0%	0	0.00%
Total	-	100.0%	-	100.00%

* identifying as a transgender person or trans person

2017 (01/01/17-31/12/17) and 2018 (01/01/18-31/12/18)

Gender	2017		2018	
	No	(%)	No	(%)
Female	Under 5	50.0%	6	100.00%
Male	Under 5	50.0%	0	0.00%
Total	-	100.0%	-	100.00%

Age	2017		2018	
	No	(%)	No	(%)
Under 20	0	0	0	0.00%
20-29	0	0	0	0.00%
30-39	0	0	Under 5	33.33%
40-49	Under 5	25.0%	Under 5	50.00%
50-59	Under 5	75.0%	0	0.00%
60+	0	0	Under 5	16.67%
Total	-	100.0%	-	100.00%

Marital Status	2017		2018	
	No	(%)	No	(%)
Divorced/Separated	Under 5	25.0%	0	0.00%
Living with Partner	0	0.0%	0	0.00%
Married/Civil Partnership	Under 5	75.0%	Under 5	50.00%
Single	0	0.0%	Under 5	16.67%
Widowed	0	0.0%	0	0.00%
Not Completed	0	0.0%	Under 5	33.33%
Prefer Not to Answer	0	0.0%	0	0.00%
Total	-	100.0%	-	100.00%

2017	2018
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Disability	No	(%)	No	(%)
Yes	0	0.0%	0	0.00%
No	Under 5	100.0%	6	100.00%
Not Completed	0	0.0%	0	0.00%
Prefer Not to Answer	0	0.0%	0	0.00%
Total	-	100.0%	-	0.00%

Ethnicity	2017		2018	
	No	(%)	No	(%)
Arab	0	0.0%	0	0.00%
African	0	0.0%	0	0.00%
African- Other	0	0.0%	0	0.00%
Arab- Other	0	0.0%	0	0.00%
Asian- Bangladeshi	0	0.0%	0	0.00%
Asian- Chinese	0	0.0%	0	0.00%
Asian- Indian	0	0.0%	0	0.00%
Asian- Other	0	0.0%	0	0.00%
Asian- Pakistani	0	0.0%	0	0.00%
Black	0	0.0%	0	0.00%
Caribbean	0	0.0%	0	0.00%
Other Caribbean or Black	0	0.0%	0	0.00%
Mixed or Multiple	0	0.0%	0	0.00%
Other	0	0.0%	Under 5	16.67%
White- Eastern European	0	0.0%	0	0.00%
White- Gypsy/Traveller	0	0.0%	0	0.00%
White- Irish	0	0.0%	0	0.00%
White- Other white ethnic group	Under 5	25.0%	0	0.00%
White- Other British	0	0.0%	0	0.00%
White- Scottish	Under 5	75.0%	Under 5	50.00%
Not Completed	0	0.0%	Under 5	33.33%
Prefer Not to Answer	0	0.0%	0	0.00%
Total	-	100.0%	-	100.00%

National Identity	2017		2018	
	No	(%)	No	(%)
British	Under 5	25.0%	0	0.00%
English	0	0.0%	0	0.00%
Northern Irish	0	0.0%	0	0.00%
Other	0	0.0%	0	0.00%
Scottish	Under 5	75.0%	Under 5	50.00%
Welsh	0	0.0%	0	0.00%
Not Completed	0	0.0%	Under 5	50.00%
Prefer Not to Answer	0	0.0%	0	0.00%
Total	-	100.0%	-	100.00%

Religion	2017		2018	
	No	(%)	No	(%)
Buddhist	0	0.0%	0	0.00%
Christian Other	0	0.0%	0	0.00%
Church of Scotland	Under 5	50.0%	0	0.00%
Roman Catholic	0	0.0%	0	0.00%
Hindu	0	0.0%	0	0.00%
Humanist	0	0.0%	0	0.00%
Jewish	0	0.0%	0	0.00%
Muslim	0	0.0%	0	0.00%
None	Under 5	25.0%	Under 5	66.67%
Other	0	0.0%	0	0.00%
Pagan	0	0.0%	0	0.00%
Sikh	0	0.0%	0	0.00%
Not Completed	0	0.0%	Under 5	33.33%
Prefer Not to Answer	Under 5	25.0%	0	0.00%
Total	-	100.0%	-	100.00%

2017	2018
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Sexual Orientation	No	(%)	No	(%)
Bisexual	0	0.0%	0	0.00%
Gay	0	0.0%	0	0.00%
Heterosexual/Straight	Under 5	75.0%	Under 5	66.67%
Lesbian	0	0.0%	0	0.00%
Not Completed	0	0.0%	Under 5	33.33%
Prefer Not to Answer	Under 5	25.0%	0	0.00%
Total	-	100.0%	-	100.00%

	2017		2018	
Gender Identity *	No	(%)	No	(%)
Yes	0	0.0%	0	0.00%
No	Under 5	75.0%	Under 5	50.00%
Not Completed	Under 5	25.0%	Under 5	50.00%
Prefer Not to Answer	0	0.0%	0	0.00%
Total	-	100.0%	-	100.00%

* identifying as a transgender person or trans person

Analysis of information

Education Authority – Composition of employees (at January 2018, for year 2017 and at January 2019, for year 2018)

Employees in post by Gender

In 2017, 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 2018, the majority of employees in the Education Authority are female (87.8%) with the minority male (12.2%). 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 2017, the largest proportion of employees are in the 50-59 age band (25.3%) followed by the 40-49 (24.7%). The smallest proportion of employees is in the under 20 age band (0.1%) followed by the 20-29 (18.1%). This indicates that the majority of the Education Authority's employees are aged 40 or over.

In 2018, the largest proportion of employees are in the 40-49 age band (26.3%) followed by the 50-59 (25.9%). The smallest proportion of employees is in the 60+ age band (10.8%) followed by the 20-29 age band (11.3%). This indicates that the majority of the Education Authority's employees are aged 40 or over.

Employees in post by Marital Status

In 2017, the largest proportion of employees are in the Married/Civil Partnership category (38.2%) followed by Single (12.6%). The smallest proportion of employees is in the Divorced/Separated category (0.4%). It should be noted that 38.7% of employees either did not complete the form or indicated that they preferred not to answer the question.

In 2018, the largest proportion of employees are in the Married/Civil Partnership category (38.5%) followed by Single (13.0%). The smallest proportion of employees is in the Divorced/Separated category (0.31%). It should be noted that 38.9% of employees either did not complete the form or indicated that they preferred not to answer the question.

Employees in post by Disability

In 2017, a minority of employees declared that they have a disability (2.0%) whilst the majority declared that they were non-disabled (68.5%). It should be noted that 29.5% 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 Education Authority's workforce.

In 2018, a minority of employees declared that they have a disability (1.7%) whilst the majority declared that they were non-disabled (71.2%). It should be noted that 27.1% 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 2017, a minority of employees declared that they are from an ethnic minority (1.8%) (i.e. non-white). It should be noted that 24.5% 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 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 2018, a minority of employees declared that they are from an ethnic minority (2.0%) (i.e. non-white). It should be noted that 26.8% 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 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 2017, the largest proportion of employees who declared their nationality are Scottish (51.1%) followed by British (14.0%) and then Other (4.2%). The smallest proportion are Welsh (0.2%) followed by Northern Irish (0.5%). It should be noted that 28.3% of employees either did not complete the form or indicated that they preferred not to answer the question.

In 2018, the largest proportion of employees who declared their nationality are Scottish (49.4%) followed by British (13.5%) and then Other (4.4%). The smallest proportion are Welsh (0.2%) followed by Northern Irish (0.5%). It should be noted that 30.4% of employees either did not complete the form or indicated that they preferred not to answer the question.

Employees in post by Religion

In 2017, the largest proportion of employees who declared their religion indicated this as None (30.4%) followed by Church of Scotland (18.5%) and Christian Other (10.8%). The various other religions declared had relatively small proportions of employees under each category. It should be noted that 32.4% of employees either did not complete the form or indicated that they preferred not to answer the question.

In 2018, the largest proportion of employees who declared their religion indicated this as None (30.0%) followed by Church of Scotland (18.3%) and Christian Other (9.9%). The various other religions declared had relatively small proportions of employees under each category. It should be noted that 33.9% 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 2017, a minority of employees declared as Bi sexual, Gay or Lesbian (total of 0.9%) with a majority of employees declaring as Heterosexual/Straight (57.2%). It should be noted that 41.9% of employees either did not complete the form or indicated that they preferred not to answer the question.

In 2018, a minority of employees declared as Bi sexual, Gay or Lesbian (total of 1.1%) with a majority of employees declaring as Heterosexual/Straight (66.1%). 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.

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

In 2017, there were no employees who declared as a transgender or trans person with 62.6% answering 'no' to this question. It should be noted that 37.4% of employees either did not complete the form or indicated that they preferred not to answer the question.

In 2018, a very small minority of employees declared as a transgender or trans person with the majority (71.9%) answering 'no' to this question. 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.

Maternity cases

The number of maternity cases in the Education Authority that commenced in calendar year 2017 was 103, of which 82 (79.6%) returned to work and 21 (20.4%) left. The number of maternity cases that commenced in calendar year 2018 was 79. It is too early to identify returners and leavers for that year with many still on maternity leave.

Analysis of information

Education Authority – Recruitment 2017 and 2018

Gender

In 2017, the majority of both applicants for employment and successful applicants were female (76.2% and 81.5% respectively), with the minority male (22.5% and 17.0% respectively).

In 2018, the majority of both applicants for employment and successful applicants were female (86.7% and 82.3% respectively), with the minority male (12.4% and 15.7% respectively). The 2018 proportions of female to male applicants for employment and successful applicants are similar compared to the proportions of female and male employees in the Education Authority workforce (these being 87.8% to 12.2% female to male).

Age

In 2017, the largest proportion of applicants for employment and successful applicants were under the category of 20-29 (37.5% and 36.0% respectively), followed by 30-39 (27.7% and 26.6% respectively) and then 40-49 (18.9% and 21.9% respectively). It should be noted that the smallest proportion of applicants for employment and successful applicants was in the Under 20 category (1.7% and 0.7% respectively).

In 2018, the largest proportion of applicants for employment were under the category of 20-29 (32.7%), followed by 30-39 (32.0%) and then 40-49 (21.0%). The largest proportion of successful applicants were under the category 30-39 (30.3%), followed by 20-29 (26.9%) and then 40-49 (21.8%). In relation to the workforce profile, the largest proportion of employees are in the 40-49 age band (26.3%), followed by the 50-59 band (25.9%) and then the 30-39 band (25.7%), indicating a difference compared to the age profile of applicants and successful applicants in 2018.

Marital Status

In 2017, of those who declared their marital status, the largest proportion of applicants and successful applicants for employment were under the category of Single (43.1% and 39.1% respectively), followed by Married/Civil Partnership (33.0% and 37.1% respectively), and followed by Living with Partner (14.1% and 15.5% respectively).

In 2018, of those who declared their marital status, the largest proportion of applicants for employment and successful applicants were under the category of Married/Civil Partnership (38.4% and 42.6% respectively), followed by Single (38.4% and 34.5% respectively), and then by Living with Partner (13.4% and 12.8% respectively).

Disability

In 2017, a minority of applicants for employment and also successful applicants declared as disabled (3.9% and 4.2% respectively).

In 2018, a minority of applicants for employment and also successful applicants declared as disabled (3.7% and 1.8% respectively). Both these 2018 proportions are higher than the proportions of disabled employees in the Education Authority workforce (which is 1.7%).

Ethnicity

In 2017, a minority of applicants for employment and also successful applicants declared as being from an ethnic minority (9.0% and 5.2% respectively) (i.e. non-white).

In 2018, a minority of applicants for employment and also successful applicants declared as being from an ethnic minority (7.2% and 3.6% respectively) (i.e. non-white). Both these 2018 proportions are higher than the proportions of employees in the Education Authority who declared as being from an ethnic minority (which is 2.0%).

Nationality

In 2017, of those who declared their nationality, the largest proportion of applicants and successful applicants for employment were under the category of Scottish (54.7% and 58.4% respectively), followed by British (19.0% and 22.7% respectively) and then English (2.4% and 2.8% respectively).

In 2018, of those who declared their nationality, the largest proportion of applicants for employment and also successful applicants were under the category of Scottish (54.5% and 61.9% respectively), followed by British (19.6% and 21.8% respectively) and then English (2.8% and 2.2% respectively).

Religion

In 2017, of those who declared their religion, the largest proportion of applicants for employment and successful applicants was under the category of None (49.6% and 48.9% respectively), followed by Church of Scotland (12.3% and 16.1% respectively) and then Other Christian (11.6% and 11.3% respectively).

In 2018, of those who declared their religion, the largest proportion of applicants for employment were under the category of None (48.2%), followed by Other Christian (13.2%) and then Roman Catholic (12.7%). The largest proportion of successful applicants were under the category of None (43.3%), Church of Scotland (20.0%) and then Other Christian (11.2%).

Sexual Orientation

In 2017, of those who declared their sexual orientation, a minority of applicants for employment and also successful applicants were Bi-sexual, Gay or Lesbian (3.4% and 2.6% respectively, in total).

In 2018, of those who declared their sexual orientation, a minority of applicants for employment and also successful applicants were Bi-sexual, Gay or Lesbian (2.8% and 2.5% respectively, in total). Both these 2018 proportions are above the proportions of employees in the Education Authority declaring their sexual orientation under these categories (which is 1.1% in total).

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

In 2017, 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 (97.8%). There were no successful applicants who identified as a transgender or trans person.

In 2018, of those who declared their gender identity, a small minority of applicants for employment and successful applicants identified as a transgender person or trans person (0.1% and 0.2% respectively), with the majority answering 'no' to this question (98.1% and 97.1% respectively).

Analysis of information

Education Authority – Training 2017 and 2018 (employees who undertook a corporate training course)

Gender

In 2017, the majority who undertook training were female (82.8%) with the minority male (17.2%).

In 2018, the majority who undertook training were female (87.6%) with the minority male (12.4%). These 2018 figures are similar to the proportions of female and male employees in the Education Authority workforce (which are 87.8% and 12.2% respectively).

Age

In 2017, the largest proportion who undertook training were under the category 40-49 (27.7%), followed by the 50-59 (25.3%) and then 30-39 (24.1%).

In 2018, the largest proportion who undertook training were under the category 40-49 (28.0%), followed by the 50-59 (26.2%) and then 30-39 (21.7%). In relation to the workforce profile, the largest proportion of employees are in the 40-49 age band (26.3%), followed by the 50-59 band (25.9%) and then the 30-39 band (25.7%), which slightly differ to the proportions who undertook training in 2018.

Marital Status

In 2017, 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 (14.8%) and then Living with Partner (7.6%).

In 2018, of those who declared their marital status, the largest proportion who undertook training were under the category of Married/Civil Partnership (41.5%), followed by Single (13.6%) and then Living with Partner (4.3%).

Disability

In 2017, a minority of those who undertook training were disabled (3.1%), whilst the majority were non-disabled (70.2%).

In 2018, a minority of those who undertook training were disabled (2.3%), whilst the majority were non-disabled (74.4%). The proportion who undertook training in 2018 who were disabled is slightly higher than the proportion who declared as disabled employees in the Education Authority workforce (which was 1.7%).

Ethnicity

In 2017, a minority of those who undertook training were from an ethnic minority (2.8%) (i.e. non-white).

In 2018, a minority of those who undertook training were from an ethnic minority (1.8%) (i.e. non-white). This 2018 figure is slightly lower than the proportion of employees who declared as being from an ethnic minority in the Education Authority workforce (the figure being 2.0%).

Nationality

In 2017, of those who declared their nationality, the largest proportion of those who undertook training were under the category of Scottish (50.8%), followed by British (16.3%) and then Other (4.4%).

In 2018, of those who declared their nationality, the largest proportion of those who undertook training were under the category of Scottish (52.9%), followed by British (13.7%) and then Other (4.5%).

Religion

In 2017, of those who declared their religion, the largest proportion of those who undertook training were under the category of None (30.4%), followed by Church of Scotland (16.6%) and then Christian Other (11.7%).

In 2018, of those who declared their religion, the largest proportion of those who undertook training were under the category of None (29.9%), followed by Church of Scotland (21.0%) and then Christian Other (9.8%).

Sexual Orientation

In 2017, of those who declared their sexual orientation, a minority of those who undertook training were Bi-sexual, Gay or Lesbian (0.9% in total).

In 2018, of those who declared their sexual orientation, a minority of those who undertook training were Bi-sexual, Gay or Lesbian (2.2% in total). This 2018 figure is higher than the proportion of those declaring their sexual orientation under these categories in the Education Authority workforce (which is 1.1%).

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

In 2017, there were no employees who undertook training who identified as a transgender or trans person.

In 2018, there were a very small proportion of employees who undertook training who identified as a transgender or trans person, compared to those who answered 'no' to that question (which was 70.6%).

Analysis of information

Education Authority – Leavers 2017 and 2018

Gender

In 2017, the majority of leavers in the Council were female (82.9%) with the minority male (17.1%).

In 2018, the majority of leavers in the Council were female (80.5%) with the minority male (19.5%). These 2018 figures are similar to the composition of employees in the Education Authority, which is an 87.8% to 12.2% female to male split.

Age

In 2017, the largest proportion of leavers was in the 20-29 age group (25.2%), followed by the 30-39 (24.1%) and then 60+ (19.1%).

In 2018, the largest proportion of leavers was in the 20-29 age group (23.2%), followed by the 30-39 (22.2%) and then 50-59 (19.0%). In relation to the workforce profile, the largest proportion of employees are in the 40-49 age band (26.3%), followed by the 50-59 band (25.9%) and then the 30-39 band (25.7%), indicating a difference compared to the 2018 leavers age profile.

Marital Status

In 2017, of those who declared their marital status, the largest proportion of leavers were under the category of Married/Civil Partnership (34.4%), followed by Single (10.9%) and then Living with Partner (3.6%).

In 2018, of those who declared their marital status, the largest proportion of leavers were under the category of Married/Civil Partnership (32.9%), followed by Single (10.9%) and then Living with Partner (5.4%).

Disability

In 2017, of those who declared whether they have a disability, a minority of leavers (1.8%) were disabled whilst the majority were non-disabled (64.8%).

In 2018, of those who declared whether they have a disability, a minority of leavers (1.1%) were disabled whilst the majority were non-disabled (65.9%). The proportion of disabled leavers in 2018 is therefore slightly less than the proportion of disabled employees in the Education Authority workforce (which is 1.7%).

Ethnicity

In 2017, of those who declared their ethnicity, a minority of leavers (1.0%) were from an ethnic minority (i.e. non-white).

In 2018, of those who declared their ethnicity, a minority of leavers (2.1%) were from an ethnic minority (i.e. non-white). This 2018 figure is similar to the proportion of ethnic minority employees in the Education Authority workforce (which is 2.0%).

Nationality

In 2017, of those who declared their nationality, the largest proportion of leavers was Scottish (47.1%), followed by British (12.9%) and then 'Other' (4.6%).

In 2018, of those who declared their nationality, the largest proportion of leavers were Scottish (43.3%) followed by British (14.0%) and then 'Other' (5.2%).

Religion

In 2017, of those who declared their religion, the largest proportion of leavers was under the category of 'None' (27.2%), followed by Church of Scotland (17.1%) and then Christian Other (11.5%).

In 2018, of those who declared their religion, the largest proportion of leavers was under the category of 'None' (25.7%), followed by Church of Scotland (15.1%) and then Christian Other (9.8%).

Sexual Orientation

In 2017, of those who declared their sexual orientation, there were a minority of leavers (1.8%) under the categories of Bi-sexual, Gay or Lesbian.

In 2018, of those who declared their sexual orientation, a minority of leavers were from the categories of Bi-sexual, Gay or Lesbian (total of 1.1%). This 2018 figure is the same as those declaring their sexual orientation under these categories in the Education Authority workforce.

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

In 2017, of those who declared their gender identity, there were a small number of leavers who identified as a transgender person or trans person, with the majority of leavers having answered 'no' to this question (65.4%).

In 2018, there were no employees who were leavers who identified as a transgender or trans person.

Analysis of information

Education Authority – Discipline cases 2017 and 2018

Gender

In 2017, the majority of discipline cases involved male employees (57.7%) with the minority involving female employees (42.3%).

In 2018, the majority of discipline cases involved male employees (58.3%) with the minority involving female employees (41.7%). The 2018 figures differ to the proportions of female and male employees in the workforce (which are 87.8% and 12.2% respectively).

Age

In 2017, the largest proportion of discipline cases involved employees under the category 40-49 (34.6%), followed by the 50-59 age group (23.1%) and then the 20-29 and 60+ age groups (which each had 15.4%).

In 2018, the largest proportion of discipline cases involved employees under the category 40-49 (41.7%), followed by the 30-39 and 20-29 categories (which each had 25.0%).

Marital Status

In 2017, of those who declared their marital status, the largest proportion of discipline cases involved employees under the category of Married/Civil Partnership (42.3%), followed by Divorced/Separated and Single which each had the same proportion (i.e.11.5%).

In 2018, of those who declared their marital status, the largest proportion of discipline cases involved employees under the category of Married/Civil Partnership (16.7%), followed by Single (8.3%).

Disability

In 2017, of those who declared whether they have a disability, there were a minority of employees involved in discipline cases who were disabled (15.4%), whilst the majority who declared were non-disabled (61.5%).

In 2018, of those who declared whether they have a disability, there were no employees involved in discipline cases who were disabled with all the cases involving non-disabled employees (100.0%). The proportions of disabled and non-disabled employees in the workforce are 1.7% and 71.2% respectively.

Ethnicity

In 2017, of those who declared their ethnicity, there were a minority of employees involved in discipline cases who were from an ethnic minority (i.e. non-white) (3.8%).

In 2018, there were no employees involved in discipline cases from an ethnic minority (i.e. non-white). The proportion of ethnic minority employees in the workforce is 2.0%.

Nationality

In 2017, of those who declared their nationality, the largest proportion of discipline cases involved employees under the category of Scottish (57.7%), followed by British (15.4%) and then English (7.7%).

In 2018, of those who declared their nationality, the largest proportion of discipline cases involved employees under the category of Other (25.0%), followed by Scottish (16.7%).

Religion

In 2017, of those who declared their religion, the largest proportion of discipline cases involved employees under the categories of None (42.3%) and then Church of Scotland (with 15.4%) followed by Roman Catholic (7.7%).

In 2018, of those who declared their religion, the largest proportion of discipline cases involved employees under the category of None (50.0%).

Sexual Orientation

In 2017, of those who declared their sexual orientation, there were a minority of employees involved in discipline cases who were Bisexual, Gay or Lesbian (3.8%).

In 2018, of those who declared their sexual orientation, there were no employees involved in discipline cases who were Bi-sexual, Gay or Lesbian. The 2018 figure differs to the proportion of employees who declared as Bi-sexual, Gay or Lesbian in the workforce (which is 1.1%).

Gender Identity

In 2017 and 2018, of those who declared as a trans gender or trans person, no employees involved in discipline cases were under these categories.

Analysis of information

Education Authority – Grievance cases 2017 and 2018

Gender

In 2017, there were an equal proportion of grievance cases involving female employees as there were male employees (50% each).

In 2018, all the grievance cases involved female employees (100.0%). The proportions of female and male employees in the workforce are 87.8% and 12.2% respectively.

Age

In 2017, the largest proportion of grievance cases involved employees under the category 50-59 (75.0%), followed by the 40-49 age group (25.0%).

In 2018, the largest proportion of grievance cases involved employees under the 40-49 age group (50.0%), followed by the 30-39 age group (33.3%) and then the 60+ age group (16.7%).

Marital Status

In 2017, of those who declared their marital status, the largest proportion of grievance cases involved employees under the category Married/Civil Partnership (75.0%), followed by Divorced/Separated (25.0%).

In 2018, 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 Single (16.7%).

Disability

In 2017, of those who declared whether they have a disability, no employees involved in grievance cases were disabled, with all of cases involving employees who declared as non-disabled (100.0%).

In 2018, of those who declared whether they have a disability, there were no employees involved in grievance cases who were disabled, with all the cases involving employees who declared as non-disabled (100.0%). The 2018 figures differ to the proportions of disabled and non-disabled employees in the workforce (which are 1.7% and 71.2% respectively).

Ethnicity

In 2017, 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 2018, of those who declared their ethnicity, there were no employees involved in grievance cases from an ethnic minority. The proportion of ethnic minority employees in the workforce is 2.0%.

Nationality

In 2017, of those who declared their nationality, the largest proportion of grievance cases involved employees under the category of Scottish (75.0%), followed by British (25.0%), with the other categories having no cases.

In 2018, of those who declared their nationality, the largest proportion of grievance cases involved employees under the category of Scottish (50.0%).

Religion

In 2017, of those who declared their religion, the largest proportion of grievance cases involved employees under the categories of Church of Scotland (50.0%) followed by None (25.0%).

In 2018, of those who declared their religion, the largest proportion of grievance cases involved employees under the categories of None (66.7%).

Sexual Orientation

In 2017, of those who declared their sexual orientation, there were no employees involved in grievance cases who were Bisexual, Gay or Lesbian.

In 2018, of those who declared their sexual orientation, there were no employees involved in grievance cases were under the categories of Bisexual, Gay or Lesbian. The proportion of employees who declared as Bi-sexual, Gay or Lesbian in the workforce is 1.1%.

Gender Identity

In 2017 and 2018, of those who declared as a trans gender or trans person, there were no employees involved in grievance cases who were under these categories.

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 Chief Officer – Organisational Development is responsible for the implementation of this policy.

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 (%)
Lower than £15,001	21	4.8	95.2	0.0	9.5	90.5	4.8	4.8	90.5
£15,001- £20,000	1979	68.8	31.2	2.4	65.4	32.2	2.9	65.3	31.8
£20,001- £25,000	1994	65.9	34.1	2.7	72.9	24.5	2.7	69.4	27.9
£25,001- £30,000	1102	69.3	30.7	1.3	69.5	29.2	2.5	67.3	30.2
£30,001- £35,000	789	75.2	24.8	2.7	70.6	26.7	2.5	72.8	24.7
£35,001- £40,000	1412	78.7	21.3	2.7	74.3	23.0	2.8	67.6	29.5
£40,001- £45,000	388	65.5	34.5	1.3	82.5	16.2	2.3	78.4	19.3
£45,001- £50,000	303	67.7	32.3	2.3	82.5	15.2	1.0	81.2	17.8
£50,001- £55,000	165	63.0	37.0	0.6	81.8	17.6	0.0	83.0	17.0
£55,001- £60,000	57	66.7	33.3	0.0	87.7	12.3	0.0	84.2	15.8
£60,001- £75,500	23	60.9	39.1	0.0	82.6	17.4	0.0	87.0	13.0
Higher than £75,500	23	17.4	82.6	0.0	47.8	52.2	0.0	69.6	30.4

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 2018 was 69.3% to 30.7%.

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 2018 25.8% 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 2018 was 2.3% and 62.6% 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 2018 28.4% 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 2018 was 2.6% and 69.0% 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	879	83.2	16.8	2.8	76.7	20.5	3.4	71.9	24.7
Chief Officer	19	21.1	78.9	0.0	42.1	57.9	0.0	73.7	26.3
Craft Worker	388	1.5	98.5	0.5	58.0	41.5	2.6	50.8	46.6
Managerial	453	60.7	39.3	3.1	81.0	15.9	2.4	78.4	19.2
Personal Care	653	89.9	10.1	4.3	73.5	22.2	3.1	71.7	25.3
Practical	2193	67.7	32.3	1.8	71.4	26.8	2.1	69.5	28.4
Professions	520	70.4	29.6	4.0	70.6	25.4	3.3	71.9	24.8
Specialists	959	64.5	35.5	2.1	78.8	19.1	3.9	70.6	25.5
Teachers and related professionals	1972	82.0	18.0	1.7	65.3	33.1	1.4	66.6	31.9
Technical	213	33.8	66.2	1.9	79.8	18.3	4.7	74.2	21.1

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.
- 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, Technical and Craft Worker categories compared to the proportion of females in the workforce (with there being a very small percentage of 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 2018 was 69.3% to 30.7%

Ethnicity

From the above table it is the case that there is no ethnic minority representation in the Chief Officer category and only a small proportion in the Craft Worker category. It should be noted that the Chief Officer category comprises a small number of employees, so this may not be statistically significant. In 2018 25.8% 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 2018 was 2.3% and 62.6% 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 2018 28.4% 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 2018 was 2.6% and 69.0% 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	436	95.6	4.4	2.5	65.4	32.1	2.3	73.4	24.3
£20,001- £25,000	816	95.7	4.3	2.2	73.0	24.8	1.1	74.5	24.4
£25,001- £30,000	479	87.3	12.7	0.6	57.2	42.2	2.1	62.8	35.1
£30,001- £35,000	409	83.4	16.6	2.2	70.7	27.1	1.2	72.6	26.2
£35,001- £40,000	921	85.7	14.3	2.3	72.3	25.4	2.2	67.8	30.1
£40,001- £45,000	158	83.5	16.5	0.0	86.1	13.9	1.3	81.6	17.1
£45,001- £50,000	156	76.3	23.7	1.3	87.2	11.5	0.0	85.3	14.7
£50,001- £55,000	101	69.3	30.7	0.0	77.2	22.8	0.0	79.2	20.8
£55,001- £60,000	41	78.0	22.0	0.0	87.8	12.2	0.0	82.9	17.1
£60,001- £75,500	18	66.7	33.3	0.0	83.3	16.7	0.0	83.3	16.7
Higher than £75,500	7	28.6	71.4	0.0	71.4	28.6	0.0	85.7	14.3

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 2018 was 87.8% to 12.2%.

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 2018 26.8% 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 2018 was 2.0% and 64.4% 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 2018 27.1% 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 2018 was 1.7% and 71.2% 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	172	97.7	2.3	0.0	81.4	18.6	1.2	74.4	24.4
Education Advisers	23	69.6	30.4	0.0	69.6	30.4	0.0	65.2	34.8
Managerial	19	94.7	5.3	0.0	68.4	31.6	0.0	84.2	15.8
Music Instructors	34	50.0	50.0	2.9	88.2	8.8	0.0	91.2	8.8
Personal Care	371	97.8	2.2	2.7	80.3	17.0	2.7	81.1	16.2
Practical	809	97.4	2.6	2.3	75.0	22.6	1.4	78.4	20.3
Professions	27	88.9	11.1	0.0	85.2	14.8	3.7	70.4	25.9
Education Psychologists	16	93.8	6.3	0.0	56.3	43.8	0.0	43.8	56.3
Specialists	101	96.0	4.0	1.0	84.2	14.9	0.0	84.2	15.8
Teachers	1899	82.6	17.4	1.7	64.9	33.4	1.5	66.4	32.1
Technical	71	53.5	46.5	1.4	88.7	9.9	5.6	70.4	23.9

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.
- 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 Education Advisers, Music Instructors and Technical categories compared to the proportion of females in the Education workforce. Also, there is a lower proportion of males in the Administrative, Managerial, Personal Care, Practical, Education Psychologists and Specialists categories, compared to the proportion of males in the Education workforce.

The proportion of females to males in the Education workforce in 2018 was 87.8% to 12.2%.

Ethnicity

From the above table it is the case that there is no ethnic minority representation in the Administrative, Education Advisers, Managerial, Professions, and Education Psychologist categories. With the exception of the Administrative category, this may not be statistically significant as the numbers of employees in these groups is relatively low. It should be noted that in 2018 26.8% 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 2018 was 2.0% and 64.4% respectively.

Disability

From the above table it is the case that there is no disabled representation in the Educational Advisers, Managerial, Music Instructors, Specialists and Education Psychologists categories. With the exception of the Specialists category, this may not be statistically significant as the numbers of employees in these groups is relatively low. It should be noted that in 2018 27.1% 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 2018 was 1.7% and 71.2% respectively.

Gender Pay Gap Information

Gender Pay Gap Information for the Council as a whole

The current gender pay gap information for the Council as a whole is set out below and is based on the percentage difference, among our employees, between men's average hourly pay (excluding overtime) which is £16.0374 ph and women's average hourly pay (excluding overtime) which is £16.1267 ph.

The current gender pay gap for all Council employees is -0.56% (in favour of women). This is a negative figure as, on average, female employees are paid at a marginally higher hourly rate than male employees across the Council. This compares with a gender pay gap of -0.70% reported in the Mainstreaming Report of 2017 indicating a slight decrease in the gap (still in favour of women).

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

Gender Pay Gap Information in the Education Authority

The current gender pay gap information for the Education Authority (comprising employees in the Council's Education Service) is set out below and is based on the percentage difference, among our employees, between men's average hourly pay (excluding overtime) which is £23.2050 ph and women's average hourly pay (excluding overtime) which is £17.8028 ph.

The current gender pay gap for Education employees in this council is 23.28% (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 20.68% reported in the Mainstreaming Report of 2017.

The gender pay gap of 23.28% is clearly significant. Senior management within the function/cluster will be made aware of the gap, with a view to identifying and implementing measures to aim to start to close it. Consideration will also be given to an analysis of recruitment and selection statistics to determine whether there is evidence of any issue in relation to the selection for senior posts.

Employment Equality Initiatives undertaken in 2017

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 individual schools' careers fairs, the North of Scotland Universities Careers 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	Attended the Aberdeen Learning Festival 2017 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	Consideration will be given to applying to attend the event in future years.	Equality groups in HR.

			the harder to reach groups in the organisation.		
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.	Continue to work on initiatives in relation to the LGBT employment agenda.	HR LGBT group.
4	Ran various training events linked to equality and diversity topics including 'Think Equality', 'Unconscious Bias', 'Mental Health Awareness', 'Personal Wellbeing', 'Developing Personal Resilience', 'Stress Management' and 'Relaxation'.	At the end of these sessions delegates are asked to complete an evaluation questionnaire to rate the content of the course. From this an indication of the effectiveness of the particular course is obtained.	The running of these courses is an indication that the Council is running a suite of equalities related training for both employees and managers.	Further similar courses will be arranged in the coming year.	OD Section and the Health and Safety section.

4	Undertook an employee equality and health fair at the Council's headquarters site which included a variety of stalls.	An indicator of the success of the event was the number of employees who attended and the positive feedback received from attendees.	The running of this event is evidence that the Council is promoting equality and diversity and health and wellbeing in the workplace, including mental health.	Consideration will be given to running a similar event in future years.	Equality groups in HR and Health and Safety Section.
4	Undertook a posting on the Council's intranet advertising Carer's Rights Day, this having been 24 November 2017.	An indicator of the effectiveness of the posting was how many employees accessed the information on the intranet.	By making the posting this is an indication that the Council is taking measures to raise awareness of carers rights in relation to employment as well as the Council's guidance on Supporting Carer's at Work.	No further steps planned.	Policy and Performance Team in HR.
4	Undertook a posting on the Council's intranet to raise awareness of the	An indicator of the effectiveness of the posting will be any	By making the posting this is an indication that the	No further steps planned.	Policy and Performance Team in HR.

	Menopause, an issue related to gender equality.	feedback received from employees and how many proceeded to access the information on the intranet.	Council is taking measures to raise awareness of this issue amongst managers and employees, to help ensure that it is recognised and understood in the workplace, which should help to promote gender equality.		
4	Ran employability skills sessions targeted at ethnic minorities to assist individuals with understanding recruitment and selection processes, in making job applications and preparing for interviews.	Feedback was sought from attendees to elicit views on the content and delivery of the sessions and whether it was likely to be useful in helping them to prepare job applications and undergo selection processes. This information will be used to shape subsequent events.	This is an indication that the Council is seeking to assist ethnic minority clients in relation to recruitment and selection. The numbers of ethnic minority candidates applying for and being appointed to Council jobs will continue to be monitored to identify	Consideration will be given to running more events of this type in future.	HR Race group

			if numbers are increasing.		
4	Undertook a gender pay audit to identify whether there were any gaps in relation to either basic pay or total pay.	The audit highlights any areas of concern in relation to pay and gender in order that these can be examined in more detail and addressed where possible.	This is 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 negligible gap in relation to basic pay but more significant gaps in relation to total pay where allowances are reckoned eg overtime.	Any pay gaps identified will be discussed in the Gender group in HR to identify any future actions to address these.	HR Gender group.
	Undertook a review of the Council's Equal Pay policy.	An indication of the effectiveness of the revised policy will be from any feedback received on the document once approved at Committee and put in place.	The review of the policy is an indication that the Council is ensuring that its current organisational arrangements for maintaining equal pay are reflected in its policy document.	The policy will be reviewed again in 3 years' time under the normal programme of HR policy reviews.	HR Policy and Performance Team

4	Compiled a leaflet to advertise the multi faith room in the Council's headquarters building which was distributed around the organisation.	Informal feedback received on the leaflet was positive in that it provided sufficient details on the existence of the room, its purpose and location.	The compilation and distribution of the leaflet is an indication that the Council is making efforts to raise awareness of this facility amongst the workforce which should help to promote employment diversity and equality.	The leaflets printed will be used on an ongoing basis through their distribution at future events promoting diversity and equality.	Faith, Religion and Belief equality group.
4	Undertook a survey of managers to determine the basis of how overtime is offered to employees to verify that this is being undertaken on an equitable and non-discriminatory basis.	The results of the survey in the main indicated that overtime was being offered on an equitable basis but with the need for some improvements in practice also identified.	The undertaking of the survey is an indication that the Council aims to ensure equal pay in the workforce both in relation to basic and total pay, including allowances.	Consideration will be given to undertaking a similar survey in the future. Consideration will also be given to compiling some guidance for managers on this subject.	Gender equality group.
4	Undertook a focus group of employees in relation to	The discussions at the focus group were	The running of the focus group is an	The information	Faith, Religion and

	faith religion and belief in the workplace to identify if the Council could do more to accommodate employee needs in this area.	constructive with several ideas put forward. The feedback from attendees (including the City Chaplain) on the running of the focus group had been positive.	indication that the Council is seeking to identify and meet the faith, religion and belief/non-belief needs of employees at work, where practicable and is promoting equality and diversity.	gathered from the focus group will be used to inform the equality and diversity action plan going forward.	Belief equality group.
4	A review was undertaken of the Access to Work guidance with relevant updates made to the document.	An indication of the effectiveness of the updated guidance will be through receipt of any feedback from employees/managers on its content.	The revisions to the guidance are an indication that the Council is ensuring that its equalities related documentation is up-to-date, legally compliant and reflecting current practice in the organisation.	The guidance will be reviewed again in 3 years' time under the normal programme of HR guidance reviews.	Disability equality group.
	Maintained the Disability Confident Employer accreditation.	An indicator of success will be in retaining the accreditation in 2019 (the time of the next self-assessment) and	By maintaining this accreditation (which is the middle level) this is an indication that the Council is continuing to provide	Steps to be taken to start to work towards the Disability Leader level of	HR Disability group.

		<p>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.</p>	<p>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.</p>	<p>the accreditation.</p>	
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Employment Equality Initiatives undertaken in 2018

Equality Outcomes	Output and activities	Indicators	Performance Evidence	Next steps	Responsible Officer/service
4 - 'Aberdeen City Council a fair employer'	Undertook a posting on the Council's intranet to raise employee awareness of various events taking place as part of LGBT History Month in February (i.e. network group discussion, a ceilidh and a dramatic performance).	An indicator of the effectiveness of the posting will be any feedback received from employees.	By making the posting, this is an indication that the Council is seeking to raise awareness of LGBT+ issues/events amongst managers and employees, to help promote LGBT equality in the workplace.	No further steps planned.	People and Organisation
4	Undertook a gender pay audit to identify whether there were any gaps in relation to either basic pay or total pay.	The audit highlights any areas of concern in relation to pay and gender in order that these can be examined in more detail and addressed where possible.	This is 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 negligible gap in relation to	Any pay gaps identified will be discussed in People and Organisation to identify any future actions to address these.	People and Organisation

			basic pay but more significant gaps in relation to total pay where allowances are reckoned e.g. overtime.		
4	Identified a rest room facility at the Council's HQ for workers to use who are pregnant or breastfeeding and raised awareness of this through an addition to the Council's maternity guidance.	An indication of the effectiveness of this measure will be through the level of use of the facility and from any feedback received from employees.	The identification of a rest room facility indicates that the Council is adhering to its legal duty to provide suitable rest facilities for workers who are pregnant or breastfeeding.	Monitor any feedback received from users of the facility and on the content of the maternity guidance.	Health and Safety Section/ People and Organisation
4	A review was undertaken of the 'Disability in the Workplace' guidance with relevant updates made to the document.	An indication of the effectiveness of the updated guidance will be through receipt of any feedback from employees/managers on its content.	The revisions to the guidance are an indication that the Council is ensuring that its equalities related documentation is up-to-date, legally compliant and reflecting current practice in the organisation.	The guidance will be reviewed again in line with the normal programme of HR guidance reviews.	Employee Relations Team – People and Organisation

4	Undertook activities as part of Carers Week including the setting up of a stall at the Council's HQ building, the running of Mindfulness training sessions and making available an app to teach people how to meditate.	An indicator of the effectiveness of the activities will be any feedback received from employees.	The running of these activities is an indication that the Council is seeking to raise awareness of carer issues amongst employees and managers, to help promote equality in the workplace.	Consideration will be given to running similar activities in future years.	People and Organisation
4	Posted details on the Intranet for managers on supporting an employee with Autism through change.	An indicator of the effectiveness of the posting will be how many managers refer to the posting and any feedback received from managers or employees.	This posting is an indication that the Council is raising awareness amongst managers of the issue of Autism in relation to change, to help ensure that appropriate support is offered where required. This may assist with retention of disabled employees.	No further steps planned.	People Development Team - People and Organisation
4	Undertook a posting on the Council's intranet to raise	An indicator of the effectiveness of the posting was how	By making the posting this is an indication that the	No further steps planned.	People and Organisation

	employee awareness of Carer's Rights Day	many employees accessed the information on the intranet.	Council is taking measures to raise awareness of carers' rights in relation to employment as well as the Council's guidance on Supporting Carers at Work.		
4	Compiled a Chief Officer competency framework and a Core Competency framework which includes reference to the principles of equality and diversity and inclusiveness. This will form part of an employee's development and performance measurement.	An indicator of the effectiveness of this measure would be managers being rated as at least 'meeting requirements' under this criterion at their annual appraisal meeting.	This is evidence that the Council is raising the profile of equality and diversity in relation to performance measurement 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.	People Development Team - People and Organisation
4	Launched the Apprenticeship Programme which includes Foundation Apprenticeships, Modern Apprenticeships and Graduate	An indicator of the effectiveness of this measure would be an increase in the proportion of younger	This is an indication that the Council is aiming to increase the number of younger people in	It is intended that apprenticeship programmes will be	Talent Acquisition Team - People and Organisation

	Apprenticeships. Apprenticeship Programme Guidance for Managers was produced, and a page set up on the People Anytime portal.	people working for the Council, although the programme will be open to all.	the workforce, who are currently underrepresented.	expanded in future years.	
	Increased the number of 'Career Ready' Mentors who have commenced working with students whose placements will take place in 2019. This is a scheme to help prepare school pupils for working life through the provision of placements supported by a mentor.	An indicator of the effectiveness of this measure would be the numbers of young people who have undergone the scheme who have chosen to apply for a post in the Council on leaving school.	This could result in these students developing an interest in working in a local authority, which could result indirectly in an increase in the number of younger people in the workforce, who are currently underrepresented.	The Career Ready scheme will be ongoing in the Council.	Talent Acquisition Team - People and Organisation
4	Developed links and working with The Robert Gordon University, University of Aberdeen and North East of Scotland College to develop an Apprenticeship Programme.	An indicator of the effectiveness of this measure would be an increase in the proportion of younger people working for the Council.	This is an indication that the Council is aiming to increase the number of younger people in the workforce, (who are currently underrepresented), through putting in	No further steps planned.	Talent Acquisition Team - People and Organisation

			place more apprenticeships.		
4	Attended Career Event at The Robert Gordon University and a Network Event at University of Aberdeen to promote Career opportunities available at the Council.	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 underrepresentation.	Consideration will be given to attending similar events in future years.	Talent Acquisition Team - People and Organisation
4	Ran various training events linked to equality and diversity topics including 'Think Equality', 'Unconscious Bias', 'Stress Awareness', 'Relaxation', Ways to Wellbeing, Mindfulness, Tai Chi, Alternative Therapies, Chair Based Yoga.	At the end of these sessions delegates are asked to complete an evaluation questionnaire to rate the content of the course. From this an indication of the effectiveness of the particular course is obtained.	The running of these courses is an indication that the Council is running a suite of equalities related training for both employees and managers (some of which is related to improving mental health and wellbeing, linking to the protected	Further similar courses will be arranged in the coming year.	People Development Team - People and Organisation

			characteristic of disability).		
4	Ran a 'tea and talk' event to mark World Mental Health Day, which included raising awareness of the employee counselling service and other support available in relation to mental health.	An indication of the effectiveness of the event would be feedback from attendees that their awareness had been raised of the support services available in relation to mental health and wellbeing.	The running of this event is an indication that the Council is promoting the positive mental health and wellbeing of the workforce, which links to the protective characteristic of disability.	Consideration will be given to running a similar event in future.	Employee Transition Team – People and Organisation