

## Equality & Diversity Workforce Data

### 1.1 Data definition

Due to the nature of reporting, and the differing systems used, there are variances on the equal opportunities monitoring data presented in terms of the percentage (%) of the workforce cohort being analysed, as relative denominators will vary, as follows:

- Overall workforce characteristics – data reflects all substantive staff employed as at 31<sup>st</sup> December 2022 (excluding bank staff);
- Training – data reflects all learning opportunities undertaken in the calendar year 2022 for all staff (substantive and bank);
- Leavers – data reflects all substantive postholders who left during the calendar year 2022;
- Recruitment – data reflects all applicants (for substantive and bank posts) during the calendar year 2022; and
- Employee relations – data reflects all cases related to dignity at work, conduct and grievances in the calendar year 2022.

As reflected within the monitoring charts that follow there is a proportion of employees for which where there is no detail recorded for specific protected characteristics. This appears in the charts/data as blank / unspecified / unknown as the employee has not disclosed this detail.

### 1.2 Presentation of the data

The data is presented in five distinct sections:

- 2.1 Workforce characteristics;**
- 2.2 Training;**
- 2.3 Leavers;**
- 2.4 Recruitment; and**
- 2.5 Employee relations.**

Each section provides detail on sex / transgender; disability; ethnic group, age; and sexual orientation.

The denominator relative to the subject area is detailed at the top of the page of each respective section.

Charts have been used to illustratively display the data however in some instances the data table is reflected instead as there are multiple data items that would make a chart unviable to present the data.

Data within the recruitment section details the proportions of staff that applied, were interviewed and subsequently were identified as preferred candidates and this is presented in a table format for all characteristics.

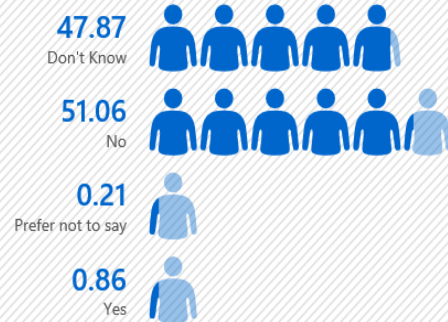
In the employee relation section only conduct cases are presented. For employee relations only grievances and conduct are reflected, our dignity at work cohort is too small in size, 13 headcount, to provide an analysis of characteristics as the associated drilldown could potentially identify individuals i.e. reporting figures less than or equal to 5.

## 2. Workforce characteristics as at 31<sup>st</sup> December 2022: total headcount of 11,017

### Sex: % of workforce



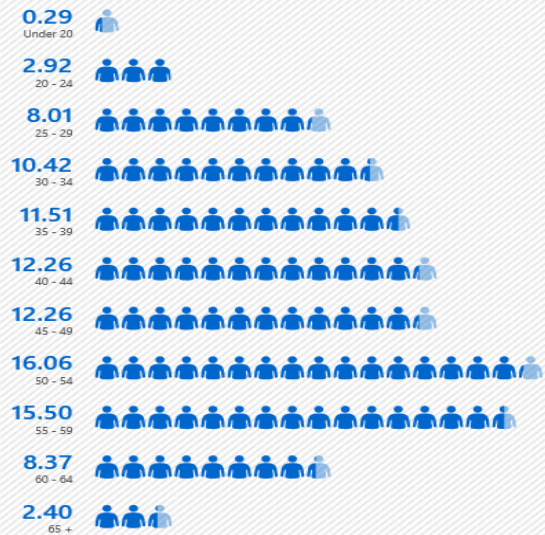
### Disability: % of workforce



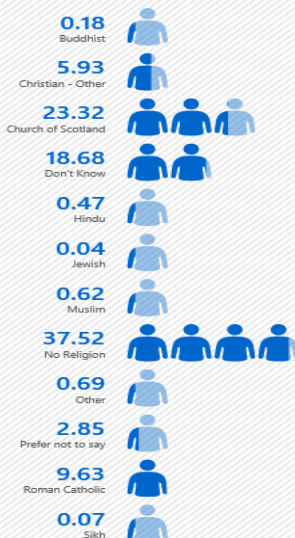
0.86% of the workforce identify as transgender, 0.21% preferred not to say and 47.87% have no detail.

Ethnic Group	% of workforce
African - African, African Scottish or African British	0.23
African - Other	0.03
Asian - Chinese, Chinese Scottish or Chinese British	0.26
Asian - Indian, Indian Scottish or Indian British	0.74
Asian - Other	0.37
Asian - Pakistani, Pakistani Scottish or Pakistani British	0.32
Caribbean or Black - Black, Black Scottish or Black British	0.02
Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British	0.04
Caribbean or Black - Other	0.05
Don't Know	17.94
Mixed or Multiple Ethnic Group	0.32
Other Ethnic Group - Arab, Arab Scottish or Arab British	0.02
Other Ethnic Group - Other	0.25
Prefer not to say	0.22
White - Irish	0.96
White - Other	1.23
White - Other British	5.39
White - Polish	0.05
White - Scottish	71.68

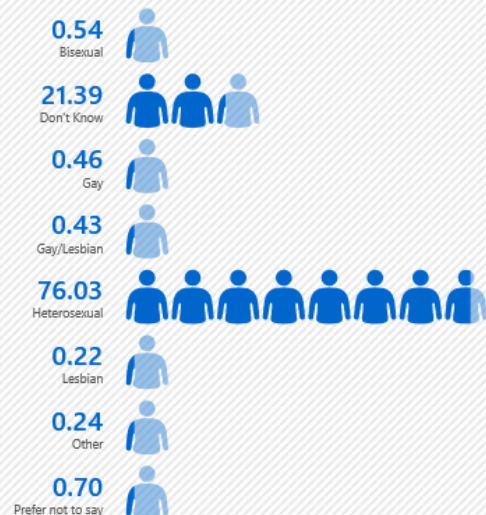
### Age: % of the workforce



### Religion & Belief: % of workforce



### Sexual Orientation: % of workforce



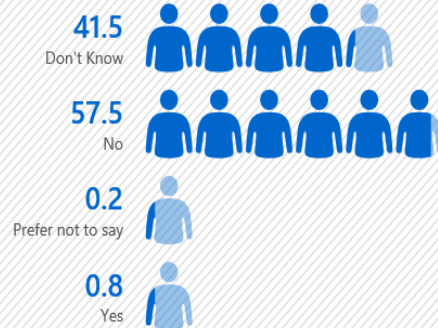
**3. Training, 1/1/2022 to 31/12/2022, all training opportunities (inclusive of both face to face and eLearning packages) undertaken by staff: training opportunities = 41,209**

**Sex: % of learners**



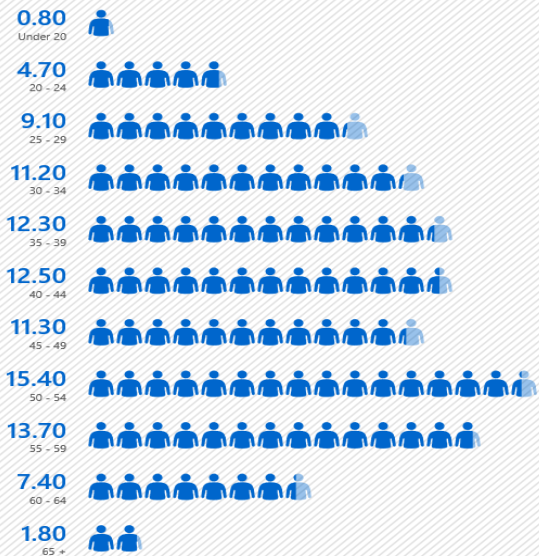
0.2% of all training opportunities were undertaken by individuals identifying as transgender.

**Disability: % of learners**

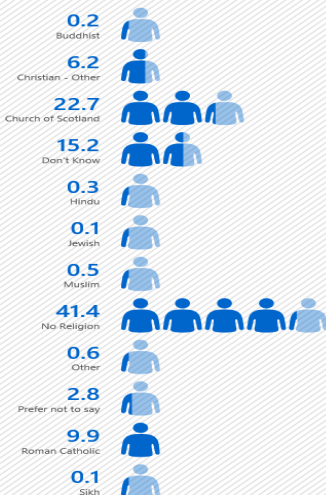


Ethnic Group	% of learners
African - African, African Scottish or African British	0.2
African - Other	0.1
Asian - Chinese, Chinese Scottish or Chinese British	0.2
Asian - Indian, Indian Scottish or Indian British	0.5
Asian - Other	0.3
Asian - Pakistani, Pakistani Scottish or Pakistani British	0.3
Caribbean or Black - Black, Black Scottish or Black British	0
Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British	0
Caribbean or Black - Other	0
Don't Know	14.2
Mixed or Multiple Ethnic Group	0.3
Other Ethnic Group - Arab, Arab Scottish or Arab British	0
Other Ethnic Group - Other	0.2
Prefer not to say	0.1
White - Irish	1
White - Other	1.2
White - Other British	5.9
White - Polish	0.1
White - Scottish	75.4

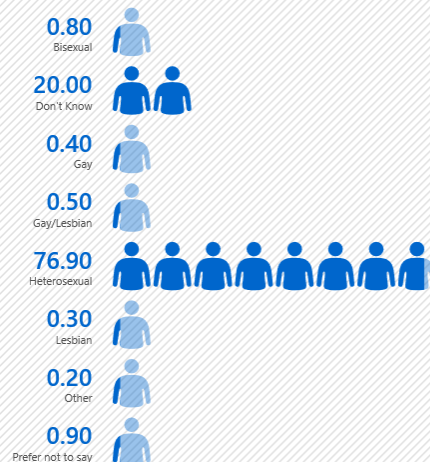
**Age: % of learners**



**Religion & Belief: % of learners**

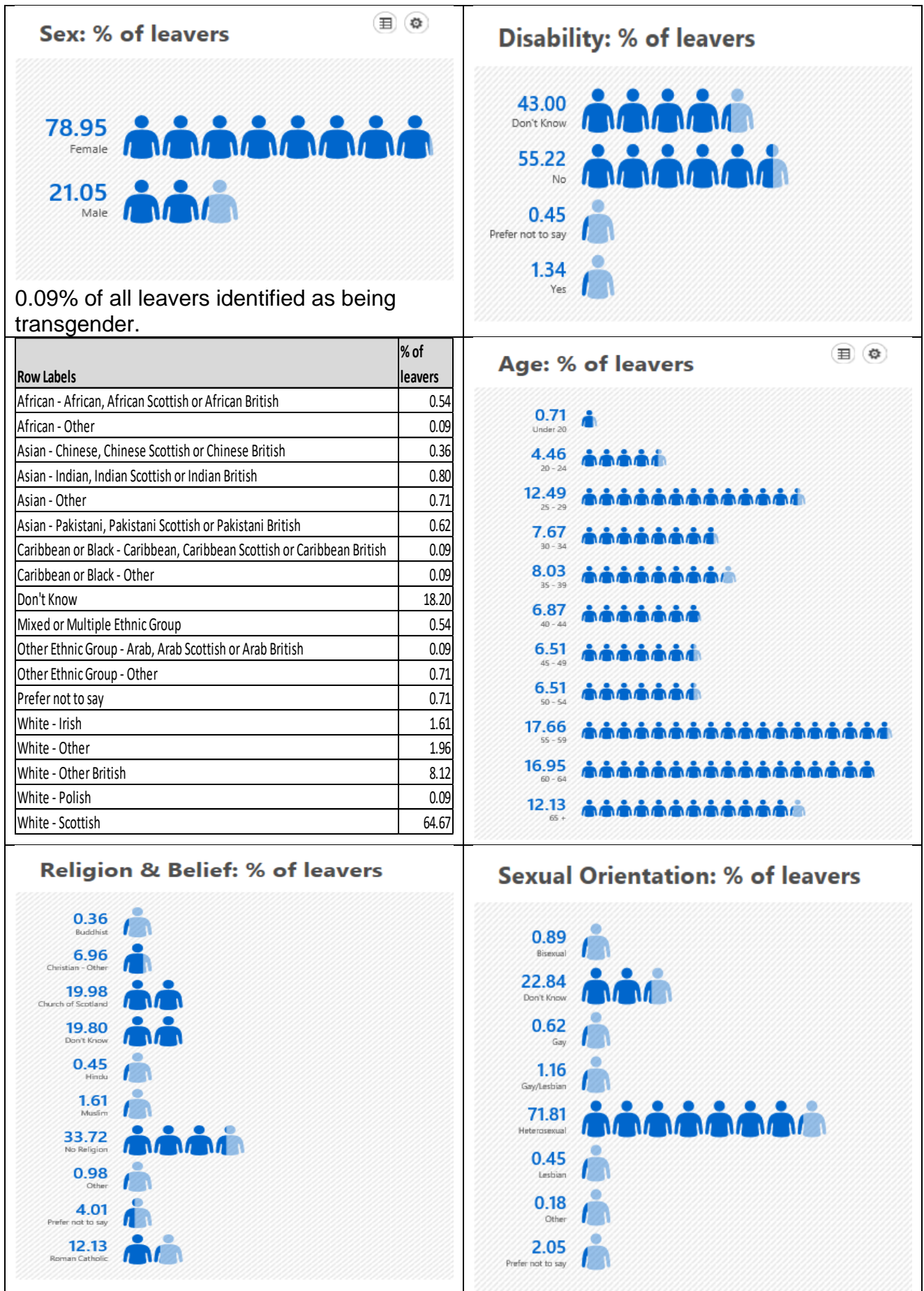


**Sexual Orientation: % of learners**





#### 4. Leavers, 1/1/2022 to 31/12/2022: total headcount = 1,121



**5. Recruitment, 1/1/2022 to 31/12/2022: 26247 applicants, 9884 interviewed, 3341 preferred candidates**

Sex	Applicants %	Interview %	Preferred candidate %
Female	74.90	83.37	85.06
In Another Way	0.14	0.11	0.06
Male	24.51	16.34	14.43
Prefer not to say	0.45	0.18	0.45

Disability	Applicants %	Interview %	Preferred candidate %
No	94.18	93.35	94.61
Yes	5.72	6.55	5.24
Not Specified	0.10	0.10	0.15

Ethnicity	Applicants %	Interview %	Preferred candidate %
African - African, African Scottish or African British	6.77	1.46	0.60
African - other	7.33	1.12	0.33
Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0.25	0.10	
Asian - Chinese, Chinese Scottish or Chinese British	0.38	0.42	0.33
Asian - Indian, Indian Scottish or Indian British	2.98	0.99	0.57
Asian - other	1.20	0.69	0.45
Asian - Pakistani, Pakistani Scottish or Pakistani British	3.14	0.85	0.78
Caribbean - Caribbean Black, Caribbean Scottish or Caribbean Br	0.06	0.04	
Caribbean or Black - Black, Black Scottish or Black British	0.02	0.02	0.03
Caribbean or Black - other	0.03	0.01	0.03
Mixed or multiple ethnic group	0.56	0.47	0.54
Other ethnic group - Arab, Arab Scottish or Arab British	1.31	0.94	0.84
Other ethnic group - other	0.37	0.23	0.33
Prefer not to say	0.75	0.41	0.66
White - Gypsy traveller	0.01	0.01	
White - Irish	0.66	0.91	1.08
White - other	2.45	2.06	1.95
White - Other British	6.64	7.49	8.14
White - Polish	0.30	0.29	0.39
White - Scottish	64.81	81.48	82.97

Age	Applicants %	Interview %	Preferred candidate %
15-19	3.25	2.31	2.30
20-24	11.53	10.31	10.84
25-29	21.23	16.34	16.22
30-34	17.22	15.20	15.62
35-39	13.54	14.23	14.73
40-44	9.76	11.66	12.09
45-49	6.97	8.89	8.23
50-54	8.14	10.94	9.70
55-59	5.09	6.50	5.84
60-64	2.09	2.58	2.99
65+	0.31	0.27	0.57
Prefer not to say	0.88	0.79	0.87

Religion & Belief	Applicants %	Interview %	Preferred candidate %
Buddhist	0.36	0.26	0.24
Christian - other	16.01	7.57	6.55
Church of Scotland	11.98	15.33	16.13
Don't know	1.23	1.15	1.14
Hindu	1.88	0.33	0.21
Jewish	0.05	0.06	0.06
Muslim	6.20	1.60	1.11
No Religion	48.94	59.87	61.21
Other	0.97	0.98	0.81
Prefer not to say	3.38	3.46	3.59
Roman Catholic	8.79	9.08	8.80
Sikh	0.22	0.30	0.15

Sexual Orientation	Applicants %	Interview %	Preferred candidate %
Bisexual	2.37	1.71	1.62
Don't know	0.24	0.14	0.15
Gay / Lesbian	1.94	2.22	1.83
Heterosexual	91.02	92.13	92.64
Other	1.07	0.77	0.42
Prefer not to say	3.35	3.04	3.35

## 6. Employee relations, conduct cases 1/1/2022 to 31/12/2022: 27 grievance and 86 conduct cases

Due to the small size of this workforce cohort tables are used to reflect the data in this section. Where the number of individuals for a characteristic is less than (including zero) or equal to 5 (or where a total could be extrapolated to identify less than 5 individuals) an asterisk (\*) has been inserted to avoid potential identification.

Sex	% of Grievance individuals	% of Conduct individuals	<b>Disability</b>		
Female	62.96	62.64	There were no cases in the period where an individual identified as having a disability.		
Male	37.04	37.36			
There were no cases in the period where an individual identified as transgender.					
Ethnic Group	% of Grievance individuals	% of Conduct individuals	Age	% of Grievance individuals	% of Conduct individuals
African - African, African Scottish or African British	*	*	Under 20	*	*
African - Other	*	*	20 - 24	*	*
Asian - Chinese, Chinese Scottish or Chinese British	*	*	25 - 29	*	16.48
Asian - Indian, Indian Scottish or Indian British	*	*	30 - 34	*	7.69
Asian - Other	*	*	35 - 39	*	13.19
Asian - Pakistani, Pakistani Scottish or Pakistani British	*	*	40 - 44	*	8.79
Caribbean or Black - Black, Black Scottish or Black British	*	*	45 - 49	*	7.69
Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British	*	*	50 - 54	*	14.29
Caribbean or Black - Other	*	*	55 - 59	29.63	16.48
Don't Know	55.56	21.98	60 - 64	29.63	8.79
Mixed or Multiple Ethnic Group	*	*	65 +	*	*
Other Ethnic Group - Arab, Arab Scottish or Arab British	*	*			
Other Ethnic Group - Other	*	*			
Prefer not to say	*	*			
White - Irish	*	*			
White - Other	*	*			
White - Other British	*	8.79			
White - Polish	*	*			
White - Scottish	40.74	64.84			
Religion & Belief	% of Grievance individuals	% of Conduct individuals	Sexual Orientation	% of Grievance individuals	% of Conduct individuals
Buddhist	*	*	Bisexual	*	*
Christian - Other	*	*	Don't Know	51.85	21.98
Church of Scotland	*	14.29	Gay	*	*
Don't Know	51.85	23.08	Gay/Lesbian	*	*
Hindu	*	*	Heterosexual	44.44	*
Jewish	*	*	Lesbian	*	*
Muslim	*	*	Other	*	*
No Religion	25.93	46.15	Prefer not to say	*	73.63
Other	*	*			
Prefer not to say	*	*			
Roman Catholic	*	8.79			
Sikh	*	*			